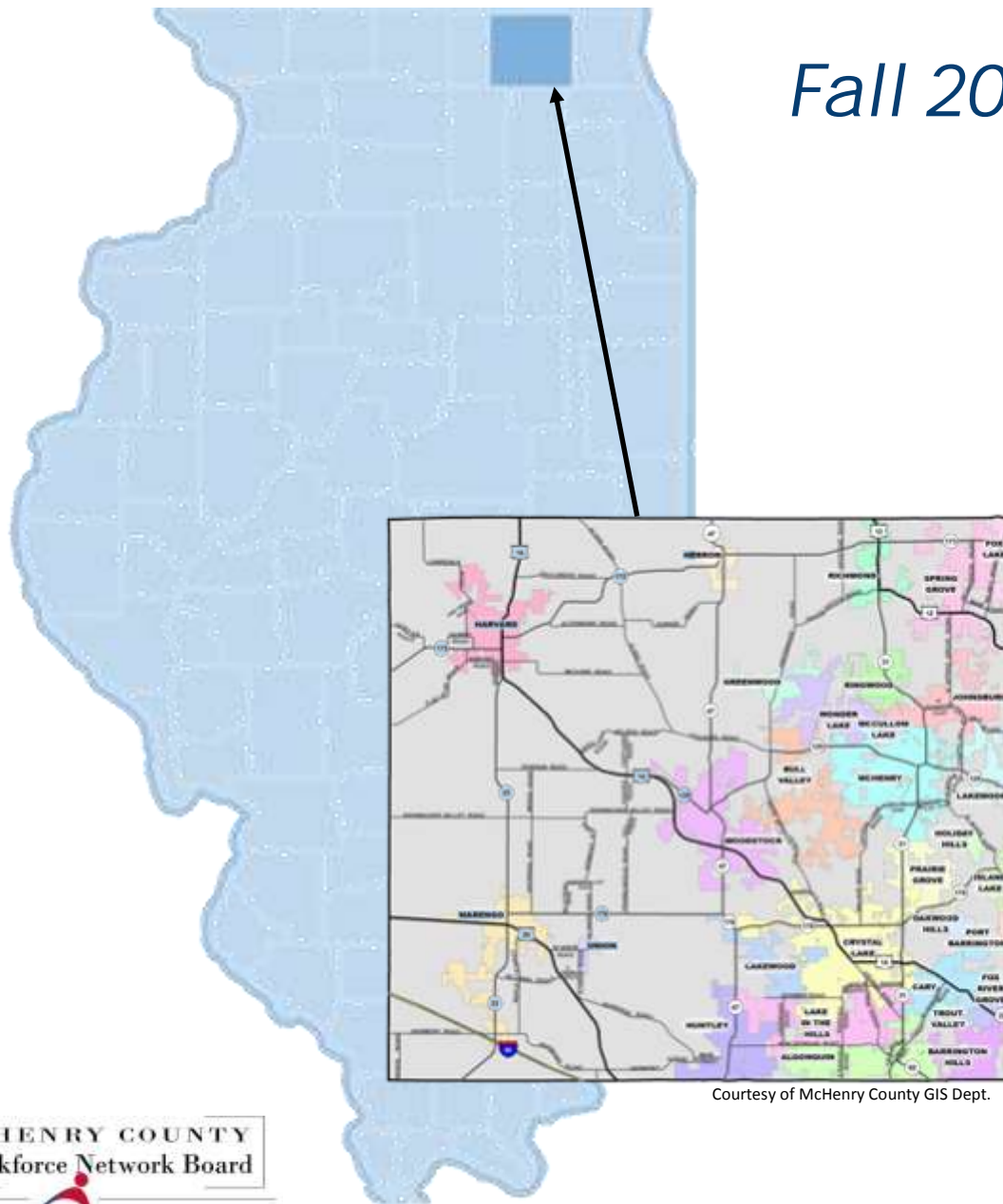


# McHenry County Labor Report By The Numbers

Fall 2015



Courtesy of McHenry County GIS Dept.

McHENRY COUNTY  
Workforce Network Board



*McHenry County Labor Report—By The Numbers*    *Fall 2015*

**CONTENTS**

<b><u>INTRODUCTION</u></b>	<b><u>1</u></b>
<b><u>WORKFORCE PROGRAM HIGHLIGHTS</u></b>	<b><u>2</u></b>
<b><u>DEMOGRAPHIC PROFILE</u></b>	<b><u>3</u></b>
<b><u>REGIONAL BUSINESS STATISTICS</u></b>	<b><u>5</u></b>
<b><u>REGIONAL GROSS DOMESTIC PRODUCT</u></b>	<b><u>6</u></b>
<b><u>WORKFORCE PROGRAM OUTCOMES</u></b>	<b><u>7</u></b>
<b><u>INDUSTRY SNAPSHOT</u></b>	<b><u>9</u></b>
<b><u>INDUSTRY CLUSTERS</u></b>	<b><u>11</u></b>
<b><u>EMPLOYMENT &amp; UNEMPLOYMENT TRENDS</u></b>	<b><u>13</u></b>
<b><u>HELP WANTED ON-LINE JOB POSTINGS</u></b>	<b><u>14</u></b>
<b><u>COMMUTING PATTERNS</u></b>	<b><u>15</u></b>
<b><u>LOCAL UNEMPLOYMENT RATES</u></b>	<b><u>16</u></b>
<b><u>LABOR UNDERUTILIZATION &amp; NATIONAL UNEMPLOYMENT RATES</u></b>	<b><u>17</u></b>
<b><u>COST OF LIVING INDEX &amp; WAGE TRENDS</u></b>	<b><u>18</u></b>
<b><u>AVERAGE ANNUAL WAGES FOR SELECT INDUSTRIES</u></b>	<b><u>19</u></b>
<b><u>OCCUPATION SNAPSHOT</u></b>	<b><u>22</u></b>
<b><u>WORKFORCE CHARACTERISTICS</u></b>	<b><u>24</u></b>
<b><u>EDUCATION LEVELS</u></b>	<b><u>25</u></b>
<b><u>FAQs</u></b>	<b><u>27</u></b>
<b><u>RESOURCES &amp; SOURCES</u></b>	<b><u>28</u></b>
<b><u>APPENDIX- WORKFORCE CHARACTERISTICS BY INDUSTRY &amp; AGE</u></b>	<b><u>29</u></b>

## Introduction

The McHenry County Labor Report for 2015 offers a current snapshot of the local workforce and highlights the following key areas:

- Demographics— current overview of our people resources.
- Industries— current and 10 year growth, earnings and sales.
- Occupations— employment and unemployment characteristics, and education .
- Average Annual Wage Comparisons for McHenry County and surrounding areas for select industries.
- Workforce Program customers participant training, employment and expenditure figures.

The McHenry County Labor Report identifies the County's economic strengths, weaknesses and opportunities for future growth. The report updates the data produced for the 2014 Labor Report and includes new information on population changes, workforce by industry, and labor underutilization. Information is presented in the form of easy to read charts, graphs, and tables. Updated information for commuting patterns in and out of the county for employment is provided this year.

### Goals of the Report

- To provide businesses with current data to assist with their decision making.
- To identify the changing demographics and its impact on the local workforce and economy
- To identify sectors that make up the economic base of the County and the skills necessary for employment opportunities.
- To highlight industries and occupations with potential future growth, as well as areas of declining growth.
- To understand McHenry County in comparison to surrounding counties.
- To engage local leaders, businesses and educators in workforce and economic development of the County by providing information that can be used to develop strategic plans to meet current and future needs.

For customized workforce and wage reports contact the McHenry County Workforce Network Board.

Resources: A full listing of the resources used to compile the report can be found on page 28.

Acknowledgements: This report has been compiled and prepared by:

Jeffery Poynter, Director, McHenry County Workforce Network Board

Julie Courtney, Director, McHenry County Workforce Network

Kerrie Johnson, Assistant to McHenry County Workforce Network and Board

RECENT HIGHLIGHTS OF THE WORKFORCE NETWORK AND WORKFORCE NETWORK BOARD

- Over 8700 visitors utilized 23,800 services at the Workforce Center. This was an increase of 14% in visits and a 7% decrease in services from 2014.
- Over 5300 people attended department programs such as job club, job fairs, seminars, mock interviews and resume critiques.
- 308 individuals participated in WIA / WIOA funded services, such as career advising, training, and work experience. This was a 16% decrease from 2014 due to a drop in participants enrolled under the Trade Act program since there were no new qualifying layoff events and a decrease in unemployment levels.
- Of the individuals who completed services so far this program year, 98 are employed and have an average wage of \$22.94 / hour.
- 128 WIA / WIOA eligible customers participated in training for high demand occupations. This was a 35% increase over 2014.
- On the Job Training (OJT) and Internship programs continued to grow and resulted in 33 participants placed at 25 worksites. Combined wages and OJT reimbursements were \$144,808.
- The department met all of its 9 federal performance goals negotiated with Department of Commerce and Economic Opportunity, and exceeded in 4 areas. The department must meet or exceed all performance goals to ensure eligibility to receive future federal funding.
- The Accelerated Training for Illinois Manufacturing (ATIM) grant has ended and 21 County residents received training in accelerated training programs for CNC, Robotics, Industrial Maintenance, Welding and Engineering Technician. 16 have been placed in related employment and 5 are still in training. An additional 9 residents are enrolled in the Control group and some are receiving training.
- The National Emergency Grant Dislocated Worker to provide training services to long term unemployed County residents ended. 23 long-term unemployed County residents participated in training Healthcare, Transportation and Information Technology occupations.
- Our department was honored to have a participant selected for a statewide award from the Illinois Workforce Partnership in the Dislocated Worker category.
- Partnered with McHenry County College (MCC) to provide fourth year of healthcare bridge training programs to low income county residents. The grant is in its final year with more than 50 continuing with pre-reqs for Occupational Therapy Asst. or RN training.
- Promoted McHenry County Workforce Network (MCWN) programs and activities at job fairs.
- Attended the National Association of Workforce Boards (NAWB) Conference, March 2015, to share and learn best practices, share ideas with our national counterparts, and strengthen relations with our Washington delegates.
- Under the new Workforce Innovation and Opportunities Act (WIOA), McHenry County Workforce Network was designated as a local Workforce Area. The McHenry County Workforce Network Board also received certification as a local Workforce Development Board.
- Regional collaboration for WIA / WIOA processes, grant implementation and application, Labor Market Information (LMI) through Workforce Boards of Metropolitan Chicago membership and regular participation.
- Applied and received the Illinois Talent Pipeline Grant for Industrial Maintenance Technology. We applied in conjunction with McHenry County College being the approved training provider. The grant will allow us to serve 30 WIOA customers.
- Active participant in the Stateline Society of Human Resource Managers Committee on Workforce Readiness to encourage and promote hiring of job-seekers with mental-health related problems or convicted felons.
- Continued development and discussion on a Community Economic Development Strategy document (CEDS) with McHenry County, McHenry County Planning & Development, MCEDC, MCC, and the Illinois Small Business Development Center. A CEDS document would provide a common direction and voice within the county for the economic partners. A CEDS would be submitted to the USEDPA for approval and is required for many federal grant applications.



## Demographic Profile

In 2014, the population in McHenry County, Illinois was 307,283. Between 2004 and 2014, the region's population grew at an annual average rate of 0.7%.

The region has a civilian labor force of 171,334 with a participation rate of 72.4%. Of individuals 25 to 64 in McHenry County, Illinois, 34.5% have a bachelor's degree or higher which compares with 27.1% in the nation.

The median household income in McHenry County, Illinois is \$76,145 and the median house value is \$220,500.

DEMOGRAPHIC PROFILE <sup>1</sup>						
	Percent			Value		
	McHenry County, Illinois	Chicago-Naperville-Elgin, IL-IN-WI MSA	Illinois	McHenry County, Illinois	Chicago-Naperville-Elgin, IL-IN-WI MSA	Illinois
<b>Demographics</b>						
Population <sup>2</sup>	—	—	—	307,283	9,554,598	12,880,580
Population Annual Average Growth <sup>2</sup>	0.7%	0.3%	0.2%	1,929	29,392	29,081
Median Age <sup>3</sup>	—	—	—	38.0	35.8	36.6
Under 18 Years	27.3%	25.1%	24.4%	84,175	2,377,810	3,129,179
18 to 24 Years	7.6%	9.4%	9.7%	23,455	889,096	1,246,307
25 to 34 Years	11.3%	14.4%	13.8%	34,761	1,364,655	1,775,957
35 to 44 Years	15.3%	14.0%	13.5%	47,336	1,320,212	1,725,890
45 to 54 Years	17.0%	14.6%	14.6%	52,619	1,378,201	1,870,879
55 to 64 Years	11.4%	11.1%	11.5%	35,094	1,051,238	1,473,207
65 to 74 Years	6.0%	6.1%	6.6%	18,560	578,996	849,535
75 Years, and Over	4.1%	5.3%	5.9%	12,760	500,897	759,678
Race: White	90.1%	65.4%	71.5%	278,257	6,183,881	9,177,877
Race: Black or African American	1.1%	17.4%	14.5%	3,283	1,645,993	1,866,414
Race: American Indian and Alaska Native	0.3%	0.4%	0.3%	939	36,525	43,963
Race: Asian	2.5%	5.6%	4.6%	7,807	532,801	586,934
Race: Native Hawaiian and Other Pacific Islander	0.0%	0.0%	0.0%	80	2,961	4,050
Race: Some Other Race	4.3%	8.8%	6.7%	13,194	828,776	861,412
Race: Two or More Races	1.7%	2.4%	2.3%	5,200	230,168	289,982
Hispanic or Latino (of any race)	11.4%	20.7%	15.8%	35,249	1,957,080	2,027,578
<b>Economic</b>						
Labor Force Participation Rate and Size (civilian population 16 years and over) <sup>4</sup>	72.4%	67.6%	66.2%	171,334	5,016,866	6,698,936
Armed Forces Labor Force <sup>4</sup>	0.1%	0.2%	0.2%	166	13,983	19,300
Veterans, Age 18-64 <sup>4</sup>	5.1%	3.9%	4.8%	9,844	233,085	390,892
Median Household Income <sup>3,4</sup>	—	—	—	\$76,145	\$61,156	\$56,797
Poverty Level (of all people) <sup>4</sup>	7.7%	13.8%	14.1%	23,542	1,285,961	1,772,333
Mean Commute Time (minutes) <sup>4</sup>	—	—	—	33.7	30.8	28.0

DEMOGRAPHIC PROFILE <sup>1</sup>						
	Percent			Value		
	McHenry County, Illinois	Chicago-Naperville-Elgin, IL-IN-WI MSA	Illinois	McHenry County, Illinois	Chicago-Naperville-Elgin, IL-IN-WI MSA	Illinois
Commute via Public Transportation <sup>4</sup>	2.7%	11.3%	8.7%	4,052	497,241	514,782
Union Membership <sup>5</sup>	16.0%	14.7%	15.0%	—	—	—
<b>Educational Attainment, Age 25-64</b>						
No High School Diploma <sup>4</sup>	6.7%	11.6%	10.8%	11,230	596,452	740,869
High School Graduate <sup>4</sup>	24.8%	23.2%	25.0%	41,804	1,190,998	1,711,018
Some College, No Degree <sup>4</sup>	25.1%	20.8%	21.9%	42,271	1,065,465	1,502,574
Associate's Degree <sup>4</sup>	9.0%	7.4%	8.3%	15,111	379,895	567,767
Bachelor's Degree <sup>4</sup>	23.8%	23.1%	21.4%	40,185	1,185,628	1,467,615
Postgraduate Degree <sup>4</sup>	10.7%	13.9%	12.6%	18,049	714,905	863,038
<b>Housing</b>						
Total Housing Units <sup>4</sup>	—	—	—	116,254	3,794,303	5,291,704
Median House Value (of owner-occupied units) <sup>3,4</sup>	—	—	—	\$220,500	\$225,000	\$182,300
Homeowner Vacancy <sup>4</sup>	2.2%	2.4%	2.3%	1,985	55,823	74,926
Rental Vacancy <sup>4</sup>	6.4%	7.2%	7.0%	1,325	91,711	117,666
Renter-Occupied Housing Units (% of Occupied Units) <sup>4</sup>	17.7%	34.0%	32.5%	19,250	1,167,606	1,552,685
Occupied Housing Units with No Vehicle Available (% of Occupied Units) <sup>4</sup>	3.1%	12.1%	10.7%	3,385	415,623	512,565
<b>Social</b>						
Enrolled in Grade 12 (% of total population) <sup>4</sup>	1.8%	1.6%	1.5%	5,683	148,542	190,854
Disabled, Age 18-64 <sup>4</sup>	6.3%	7.6%	8.3%	12,233	453,372	660,429
Foreign Born <sup>4</sup>	9.4%	17.6%	13.8%	29,081	1,669,830	1,774,726
Speak English Less Than Very Well (population 5 yrs and over) <sup>4</sup>	5.9%	12.2%	9.4%	17,002	1,077,695	1,131,389

Source: [JobsEQ®](#)

1. Census 2010, unless noted otherwise






2. Census 2014, annual average growth rate since 2004

3. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

4. ACS 2009-2013

5. 2014; Current Population Survey, unionstats.com, and Chmura

## Regional Business Statistics

Indicator	Current	Previous	Improved/Weaker	Area	Source
Chicago Business Activity	<b>97.3</b>	<b>99.6</b>	Decreased 	Chicago Area	REAL
	Aug. 2015	Aug. 2014			
Chicago Business Barometer	<b>48.7</b>	<b>60.5</b>	Decreased 	Chicago Area	ISM-Chicago
	Sept. 2015	Sept. 2014			
Employment Cost Index for private industry workers	<b>123.2</b>	<b>120.6</b>	Improved 	Midwest East North Central	BLS
	June 2015	June 2014			
GSP Growth Gross State Product	<b>2.0%</b>	<b>2.1%</b>	Decreased 	Illinois	FRBC
	Aug. 2015	Aug. 2014			
Home Price Index	<b>131.72</b>	<b>130.71</b>	Improved 	Chicago	S&P
	July 2015	July 2014			

SOURCES: REAL- Univ of Illinois Regional Economics Application Laboratory; ISM-Chicago - Institute for Supply Management; BLS - Bureau

## McHenry County Real Estate Activity

	September			Trailing 12 Months		
	Sep-14	Sep-15	+ / -	Sep-14	Sep-15	+ / -
<b>Detached Single - Family</b>						
New Listings	542	<b>531</b>	-2.00%	6,377	<b>6,736</b>	5.60%
Under Contract (includes Contingent & Pending)	278	<b>356</b>	28.10%	3,631	<b>4,175</b>	15.00%
Closed Sales	348	<b>332</b>	-4.60%	3,705	<b>3,974</b>	7.30%
Median Sales Price*	\$191,250	<b>\$197,125</b>	3.10%	\$185,000	<b>\$193,250</b>	4.50%
Average Sales Price*	\$206,566	<b>\$210,189</b>	1.80%	\$201,357	<b>\$208,300</b>	3.40%
Percent of Original List Price Received*	91.50%	<b>92.30%</b>	0.90%	92.20%	<b>91.90%</b>	-0.30%
Average Market Time	98	<b>87</b>	-11.20%	120	<b>119</b>	-0.80%
Inventory of Homes for Sale at Month End	2,314	<b>2,078</b>	-10.20%	--	--	--

	September			Trailing 12 Months		
	Sep-14	Sep-15	+ / -	Sep-14	Sep-15	+ / -
<b>Attached Single - Family</b>						
New Listings	101	<b>105</b>	4.00%	1,247	<b>1,267</b>	1.60%
Under Contract (includes Contingent & Pending)	79	<b>79</b>	0.00%	877	<b>931</b>	6.20%
Closed Sales	90	<b>76</b>	-15.60%	926	<b>893</b>	-3.60%
Median Sales Price*	\$111,250	<b>\$123,000</b>	10.60%	\$109,000	<b>\$120,000</b>	10.10%
Average Sales Price*	\$126,482	<b>\$132,653</b>	5.00%	\$114,017	<b>\$125,064</b>	9.70%
Percent of Original List Price Received*	92.60%	<b>95.30%</b>	2.00%	94.60%	<b>93.80%</b>	-0.70%
Average Market Time	91	<b>61</b>	-38.00%	89	<b>84</b>	-5.60%
Inventory of Homes for Sale at Month End	310	<b>254</b>	-18.10%	--	--	--

\*Does not account for seller concessions.

Source: Midwest Real Estate Data LLC.

## REGIONAL GROSS DOMESTIC PRODUCT

## Chicago-Naperville-Elgin, IL-IN-WI (Metropolitan Statistical Area)

NAICS	Description	2012	2013	2014
<i>Gross domestic product (GDP) by metropolitan area</i>				
11	Agriculture, forestry, fishing, and hunting	(D)	1338	(D)
21	Mining	(D)	(D)	574
22	Utilities	(D)	6221	(D)
23	Construction	19439	20108	20780
42	Wholesale trade	(D)	(D)	47975
51	Information	(D)	(D)	(D)
52	Finance and insurance	56114	57400	60642
53	Real estate and rental and leasing	83160	86837	90236
54	Professional, scientific, and technical services	(D)	(D)	55302
55	Management of companies and enterprises	(D)	15521	15543
56	Administrative and waste management services	20490	(D)	22898
61	Educational services	9327	9538	9769
62	Health care and social assistance	37135	38265	39477
71	Arts, entertainment, and recreation	(D)	(D)	(D)
72	Accommodation and food services	(D)	(D)	(D)
81	Other services, except government	(D)	(D)	(D)
92	Government	52361	52971	52393

**Gross domestic product (GDP) by metropolitan area:** GDP by metropolitan area is the measure of the market value of all final goods and services produced within a metropolitan area in a particular period of time (annually).

<i>Real GDP by metropolitan area</i>				
11	Agriculture, forestry, fishing, and hunting	(D)	827	(D)
21	Mining	(D)	(D)	489
22	Utilities	(D)	6338	(D)
23	Construction	18916	18864	18393
42	Wholesale trade	(D)	(D)	43016
51	Information	(D)	(D)	(D)
52	Finance and insurance	50793	50767	52271
53	Real estate and rental and leasing	81370	83057	84150
54	Professional, scientific, and technical services	(D)	(D)	50742
55	Management of companies and enterprises	(D)	15085	15501
56	Administrative and waste management services	20390	(D)	22057
61	Educational services	8527	8441	8380
62	Health care and social assistance	35170	35748	36391
71	Arts, entertainment, and recreation	(D)	(D)	(D)
72	Accommodation and food services	(D)	(D)	(D)
81	Other services, except government	(D)	(D)	(D)
92	Government	49194	48917	47559

**Real GDP by Metropolitan Area:** The real estimates of gross domestic product (GDP) by metropolitan area are measured in chained (2009) dollars. Real GDP by metropolitan area is an inflation-adjusted measure of each metropolitan area's gross product that is based on national prices for the goods and services produced within the metropolitan area.

(D) Not shown in order to avoid the disclosure of confidential information.

Source: US Department of Commerce—Bureau of Economic Analysis

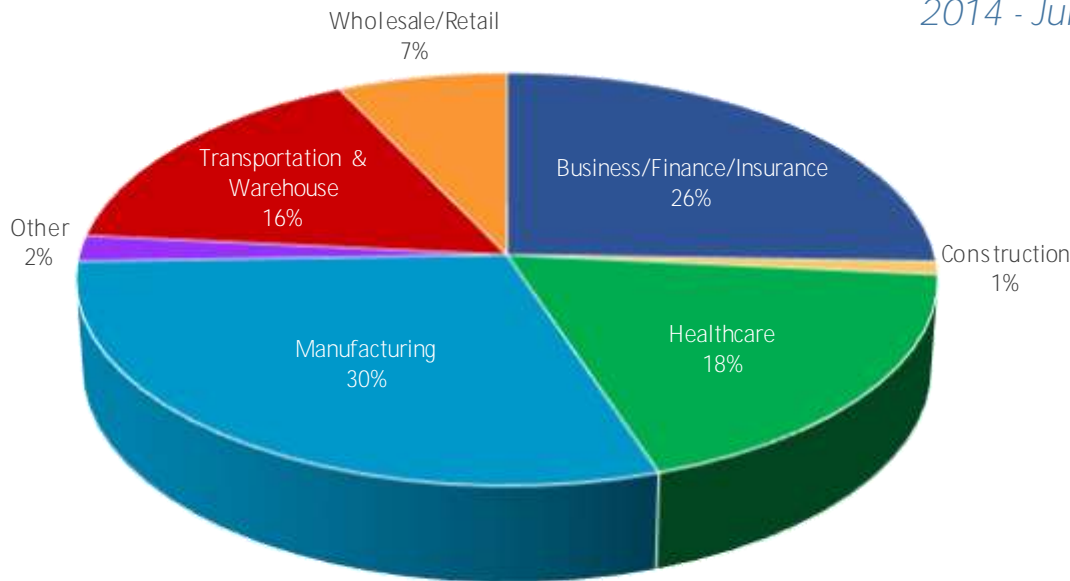


## Wages and Employment of McHenry County Workforce Network (MCWN) WIOA Customers All Exited Customers

Exits: People who have successfully finished services and left the MCWN / WIOA Program

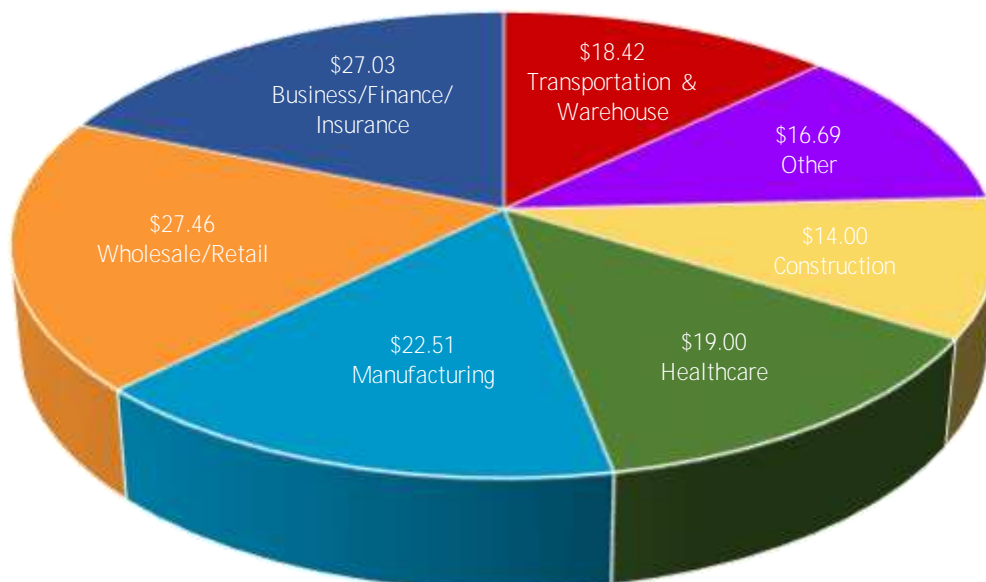
### Industries of Employment

*Industry Sectors in which WIOA  
Customers found employment July  
2014 - June 2015*



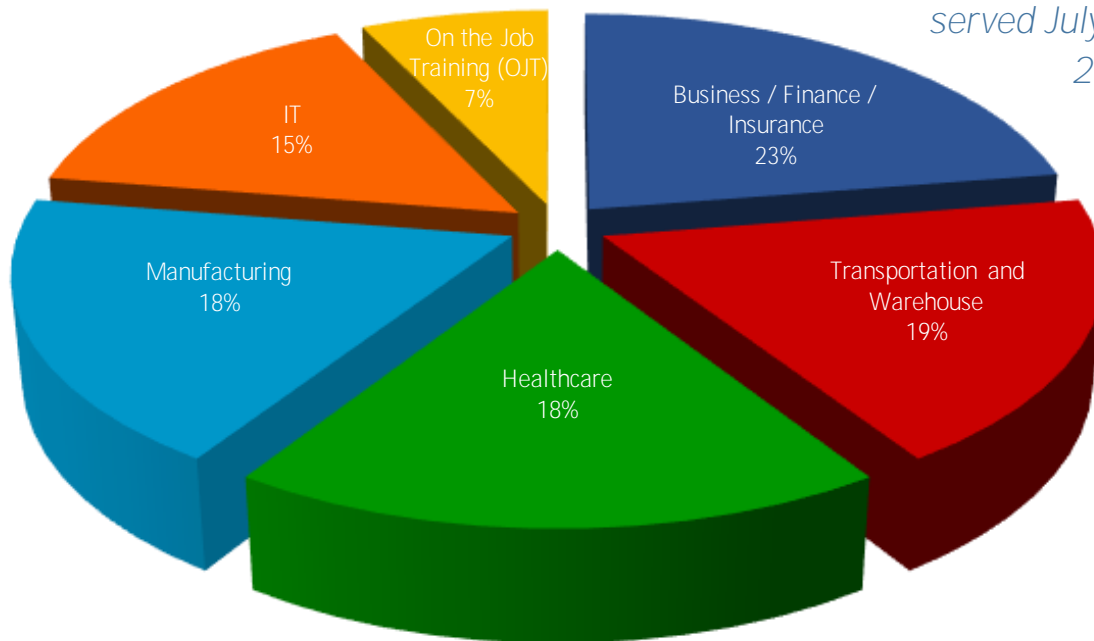
### Average Hourly Wage

*WIOA Customers finding  
employment  
July 2014 - June 2015*



## WIA / WIOA Workforce Training or Service Received

*WIA / WIOA Customers served July 2014 - June 2015*



MCWN expended **\$1,287,796** in federal workforce dollars (WIOA, Trade, NEG and ATIM grants) to provide services for adult customers during the 2014 program year ending June 30, 2015. This investment has returned an estimated **\$4,319,575** in annual wages to the local economy. Average annual earnings for WIA / WIOA Customers: **\$44,077.30**. **\$683,255** was spent directly on customer training, accounting for 53% of the program expenditures.

Source: Illinois Workforce Development System

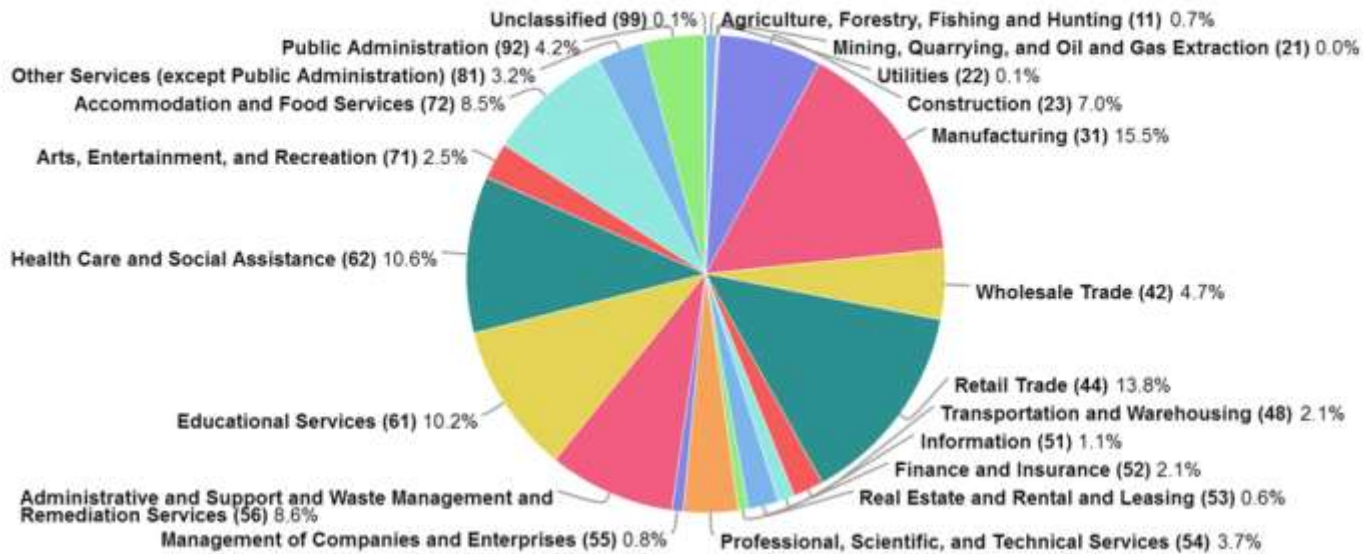
### Sample Outcome Job Titles of McHenry County Workforce Network Customers

<b>Manufacturing</b>	Insurance Sales Agent	Patient Care Technician
CNC Machinist	Accounts Payable Specialist	Medical Receptionist
Manufacturing Engineer	HR Specialist	Customer Service Representative
Assembler	Real Estate Broker	
Quality Assurance Manager	Mortgage Office Assistant	<b>Information Technology</b>
Machinist	Accounting Manager	Software Development Manager
Manufacturing Engineer	Customer Service Rep	Computer Info Systems Manager
Inspector		Project Manager
Credit Specialist	<b>Healthcare/Healthcare Related</b>	Web Developer
	Licensed Practical Nurse (LPN)	Computer Programmer
<b>Business/Finance/Insurance</b>	Certified Nurse Assistant (CNA)	Integration Advisor
Administrative Assistant	Medical Assistant	Computer User Support Specialist
Bookkeeper	Occupational Therapy Assist.	Computer Analyst
Paralegal	Home Health Aide	Procurement Analyst

## Industry Snapshot

The largest sector in McHenry County, Illinois is Manufacturing, employing 14,803 workers. The next-largest sectors in the region are Retail Trade (13,242 workers) and Health Care and Social Assistance (10,154). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Manufacturing (LQ = 1.74), Construction (1.49), and Arts, Entertainment, and Recreation (1.35).

**Total Workers for McHenry County, Illinois by Industry**



Source: Jibiki2\*. Data as of 2013Q2

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2014Q4 with preliminary estimates updated to 2015Q2.

Sectors in McHenry County, Illinois with the highest average wages per worker are Management of Companies and Enterprises (\$97,348), Mining, Quarrying, and Oil and Gas Extraction (\$79,168), and Construction (\$64,587). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Administrative and Support and Waste Management and Remediation Services (+2,461 jobs), Accommodation and Food Services (+827), and Construction (+441).

Over the next 10 years, employment in McHenry County, Illinois is projected to expand by 3,880 jobs. The fastest growing sector in the region is expected to be Construction with a +2.1% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+2,126 jobs), Construction (+1,518), and Administrative and Support and Waste Management and Remediation Services (+1,296).

## INDUSTRY SNAPSHOT BY THE NUMBERS

		Current			Historical				Forecast		
		Four Quarters Ending with 2015q2			Total Change over the Last 5 Years	Average Annual % Change in Employment 2010q2-2015q2			Over the Next 10 Years		
NAICS	Industry	Empl	Avg. Annual Wages	Location Quotient	Empl	McHenry County, Illinois	Chicago-Naperville-Elgin, IL-IN-WI MSA	Illinois	Total Approx Repl Demand	Total Growth Demand	Avg. Annual Growth Percent
11	Agriculture, Forestry, Fishing and Hunting	716	\$25,229	0.83	233	8.2%	2.6%	3.5%	242	-53	-0.8%
21	Mining, Quarrying, and Oil and Gas Extraction	44	\$79,168	0.07	-6	-2.4%	-1.6%	1.8%	11	4	0.9%
22	Utilities	124	\$46,532	0.22	-49	-6.5%	0.2%	0.1%	30	-15	-1.3%
23	Construction	6,659	\$64,587	1.49	441	1.4%	1.1%	0.2%	1,438	1,518	2.1%
31	Manufacturing	14,803	\$57,439	1.74	-205	-0.3%	0.2%	0.6%	3,242	-1,653	-1.2%
42	Wholesale Trade	4,542	\$58,940	1.12	-653	-2.7%	1.3%	1.0%	987	-92	-0.2%
44	Retail Trade	13,242	\$25,786	1.23	246	0.4%	1.1%	0.7%	4,137	362	0.3%
48	Transportation and Warehousing	1,976	\$46,795	0.53	-32	-0.3%	1.8%	1.5%	506	-58	-0.3%
51	Information	1,061	\$38,973	0.53	-247	-4.1%	-0.4%	-0.7%	244	-96	-0.9%
52	Finance and Insurance	1,999	\$55,287	0.51	-321	-2.9%	-0.8%	-0.5%	474	46	0.2%
53	Real Estate and Rental and Leasing	618	\$39,152	0.42	-107	-3.1%	0.6%	0.6%	141	38	0.6%
54	Professional, Scientific, and Technical Services	3,540	\$57,853	0.60	359	2.2%	3.0%	2.8%	791	668	1.7%
55	Management of Companies and Enterprises	723	\$97,348	0.48	139	4.4%	2.4%	1.6%	150	-23	-0.3%
56	Administrative and Support and Waste Management and Remediation Services	8,197	\$30,884	1.34	2,461	7.4%	4.7%	4.3%	1,964	1,296	1.5%
61	Educational Services	9,750	\$40,062	1.15	-477	-1.0%	0.1%	-0.2%	1,969	-581	-0.6%
62	Health Care and Social Assistance	10,154	\$48,661	0.73	287	0.6%	1.8%	1.4%	2,125	2,126	1.9%
71	Arts, Entertainment, and Recreation	2,358	\$17,505	1.35	-19	-0.2%	1.1%	1.1%	735	149	0.6%
72	Accommodation and Food Services	8,176	\$15,391	0.92	827	2.2%	2.5%	1.8%	2,891	265	0.3%
81	Other Services (except Public Administration)	3,020	\$32,361	1.02	-131	-0.8%	0.9%	0.8%	783	242	0.8%
92	Public Administration	3,981	\$46,973	0.79	-453	-2.1%	-1.2%	-0.8%	929	-266	-0.7%
99	Unclassified	64	\$25,402	0.37	7	2.5%	-1.9%	-1.5%	16	3	0.4%
	Total - All Industries	95,748	\$40,959	1.00	2,300	0.5%	1.4%	1.1%	23,636	3,880	0.4%

Source: [JobsEQ®](#)

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2014Q4 with preliminary estimates updated to 2015Q2. Forecast employment growth uses national projections adapted for regional growth patterns.

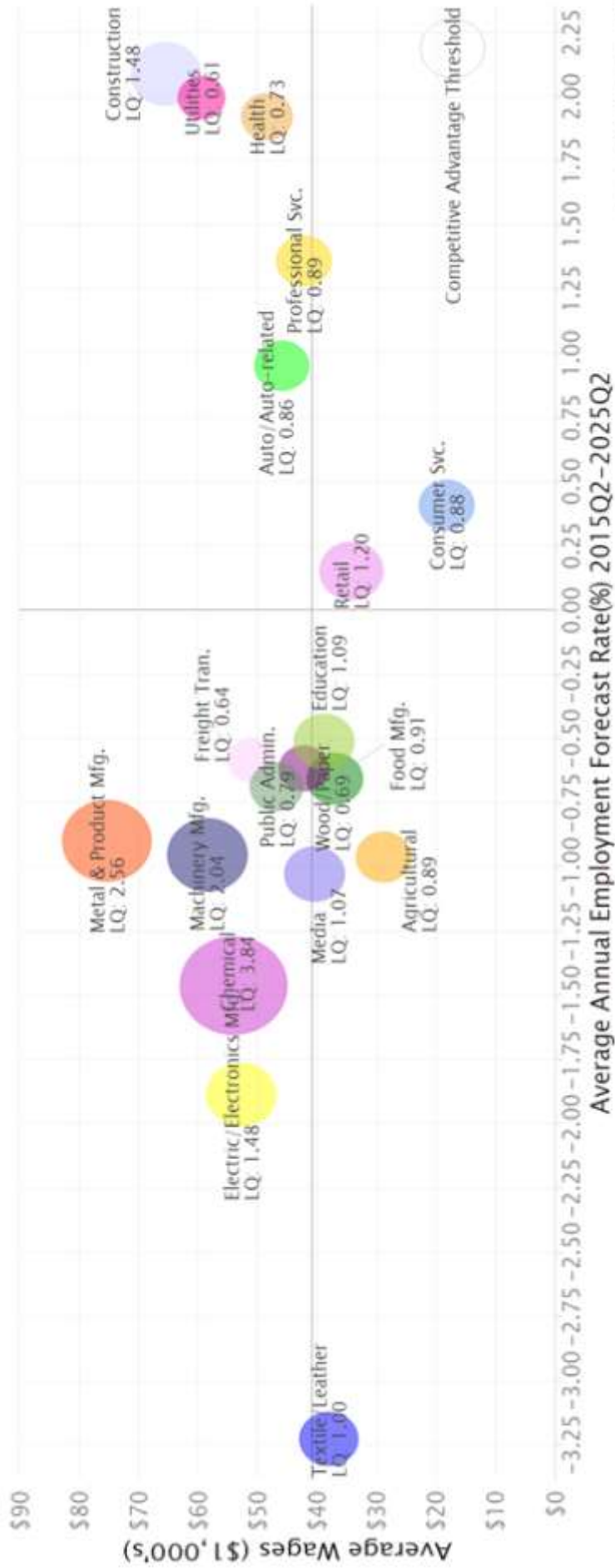


## Industry Clusters

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in McHenry County, Illinois with the highest relative concentration is Chemical with a location quotient of 3.84. This cluster employs 3,615 workers in the region with an average wage of \$54,000. Employment in the Chemical cluster is projected to contract in the region about 1.5% per year over the next ten years.

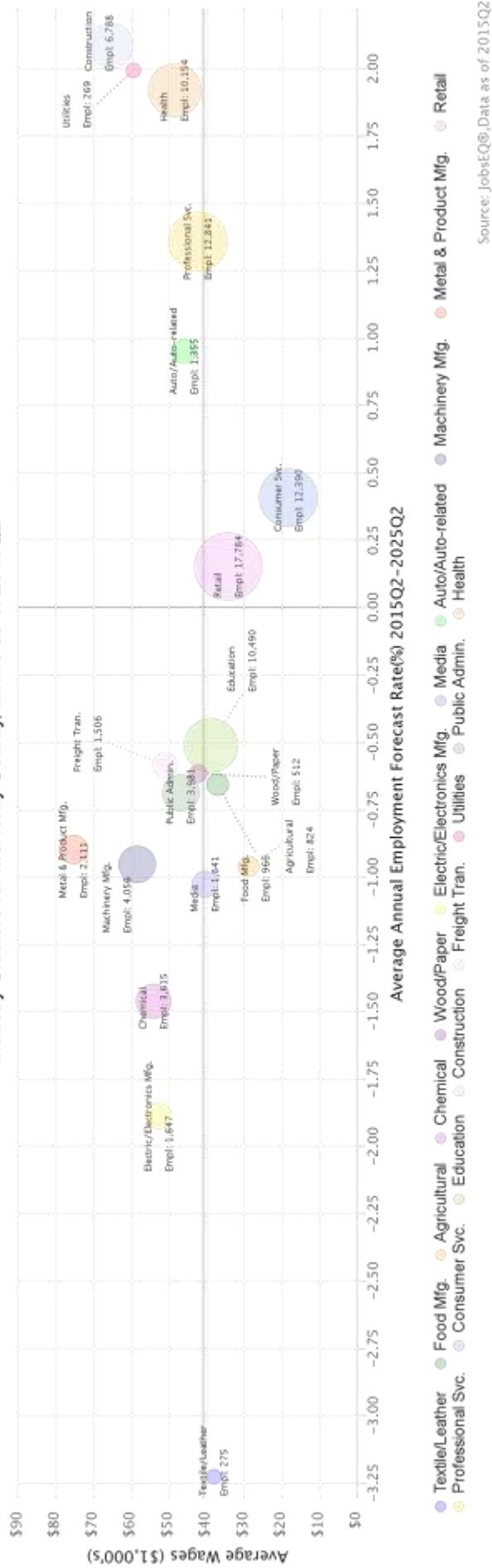
The location quotient is a measure of the relative size of an occupation group compared to average in the nation.

### Industry Clusters for McHenry County, Illinois as of 2015Q2



Source: JoesEQ, Data as of 2015Q2

Industry Clusters for McHenry County, Illinois as of 2015Q2



Location Quotient - (LQ) This value is shown by the size of the circle; the larger the circle, the larger the location quotient.

- A location quotient greater than 1.0 indicates that the region has a higher concentration of employment in a particular industry or occupation than the nation; a location quotient less than 1 indicates the region has a lower concentration of employment in the cluster than the nation. (NOTE: for this calculation, a four-quarter average of employment is used.) See chart on previous page
- If a regional industry group has a location quotient of 1.25 or higher, it is considered to possess a Competitive Advantage in that industry.
- Only industries or occupations with an LQ higher than .5 are shown in the clusters chart.

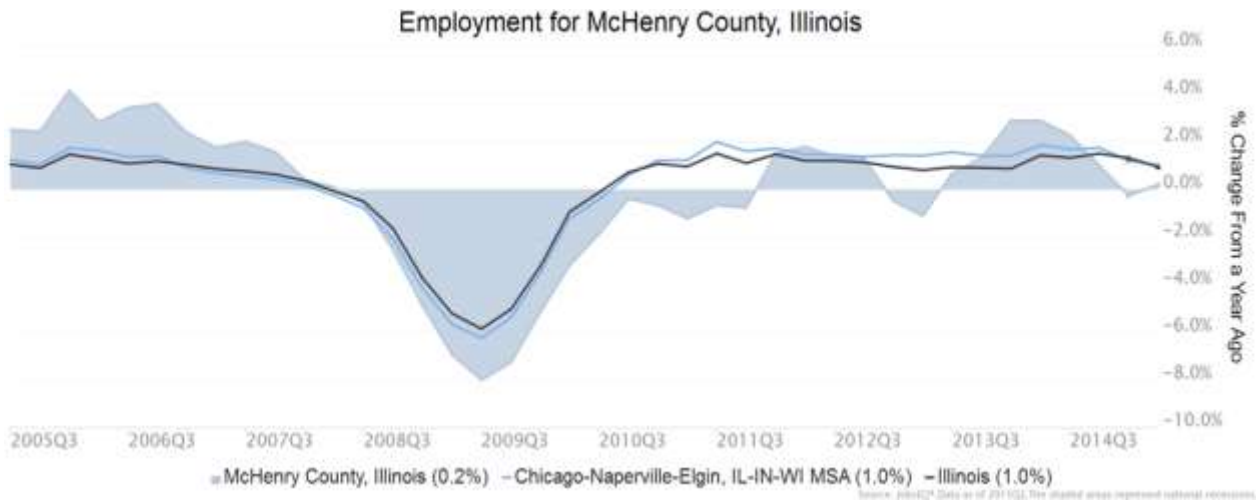
Nondisclosure - if cluster data are [nondisclosable](#), a range will be given for the LQ.

Average Wages - This value is shown on the vertical axis. The higher the circle is shown on the chart, the higher the average wages in that cluster.

Forecast Growth - The forecast growth rate for a cluster is the annual average percentage change in employment expected over the given period. This value is shown along the horizontal axis. The further to the right a cluster's circle is shown, the greater the growth expected in that cluster.

## Employment Trends

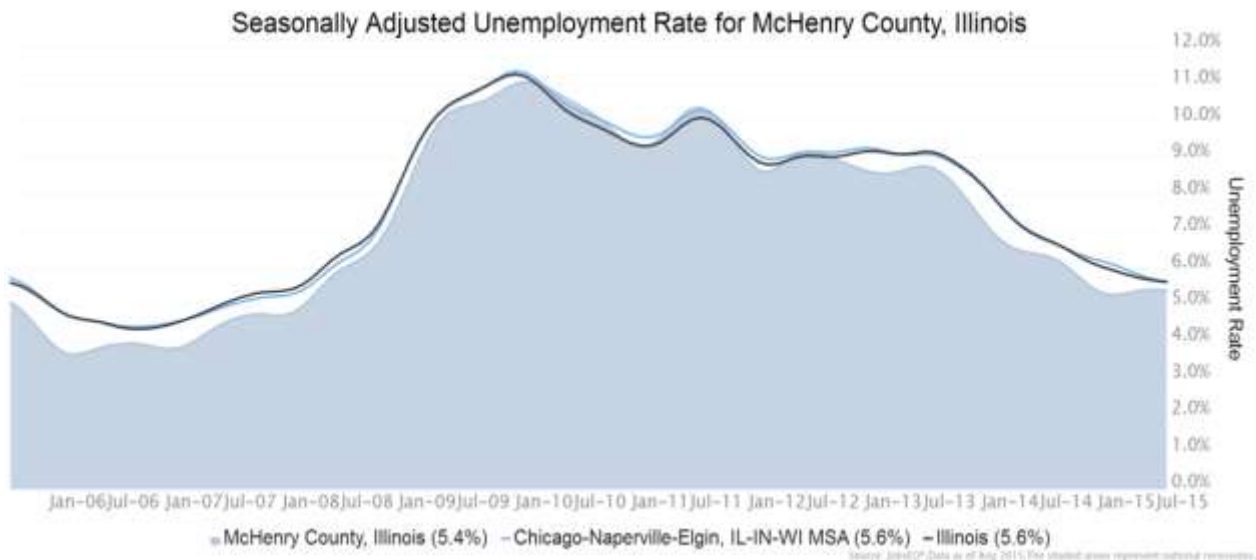
As of 2015Q2, total employment for McHenry County, Illinois was 95,748 (based on a four-quarter moving average). Over the year ending 2015Q2, employment increased 0.2% in the region.



Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2014Q4 with preliminary estimates updated to 2015Q2.

## Unemployment Rate

The seasonally adjusted unemployment rate for McHenry County, Illinois was 5.4% as of August 2015. The regional unemployment rate was higher than the national rate of 5.3%. One year earlier, in August 2014, the unemployment rate in McHenry County, Illinois was 6.3%.



Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through August 2015.



## HELP WANTED ON LINE (HWOL)

### Available Online Job Postings

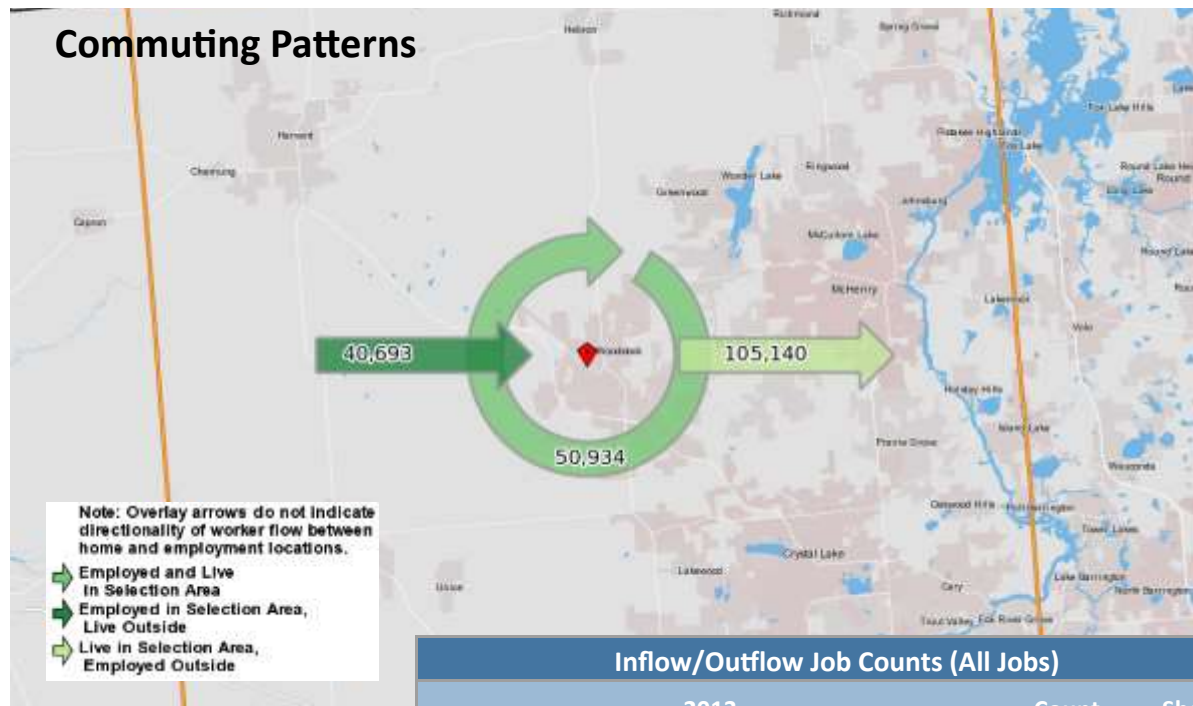
Oct 2014— Sept 2015

The Economic Information and Analysis Division collects, compiles, analyzes, publishes and distributes a variety of workforce, career resource and labor market information including this geographic-specific list of **current regional jobs in demand**. The data source, Help Wanted Online, uses web spider crawler technology to scrape among others: online job boards, newspapers, niche, free and local sources and aggregator sites.\* For additional information or to contact a labor market economist at [www.ides.illinois.gov](http://www.ides.illinois.gov) and select “Labor Market Information” under the Workforce Partners tab.

Job Opportunities by Major Occupational Group	March 2015 sample	Sept 2015 sample	12 Month Job Posting Total Oct 2014 - Sept 2015
Computer & Mathematical Occupations	21,383	22,095	259,565
Management Occupations	18,986	20,507	229,795
Sales & Related Occupations	14,836	18,323	194,373
Office & Administrative Occupations	15,031	18,469	193,566
Business & Financial Operations Occupations	14,411	15,283	177,280
Healthcare Practitioners & Technical Occupations	10,930	11,147	133,408
Transportation & Material Moving Occupations	8,673	13,440	118,919
Education, Training, & Library Occupations	8,740	7,532	77,182
Food Preparation & Serving Related Occupations	5,527	6,877	70,764
Arts, Design, Entertainment, Sports, & Media Occupations	4,542	4,683	57,187
Installation, Maintenance, & Repair Occupations	4,401	4,762	54,719
Architecture & Engineering Occupations	4,470	4,252	51,750
Production Occupations	3,489	4,303	44,740
Community & Social Service Occupations	2,652	2,887	32,077
Healthcare Support Occupations	2,296	2,566	29,684
Building & Grounds Cleaning & Maintenance Occupations	1,932	2,331	24,773
Construction & Extraction Occupations	1,456	2,055	22,590
Personal Care & Service Occupations	1,847	1,893	21,048
Life, Physical, & Social Science Occupations	1,420	1,598	17,755
Protective Service Occupations	1,131	1,450	14,725
Legal Occupations	1,160	1,196	14,194
Farming, Fishing, & Forestry Occupations	63	69	735
Military Specific Occupations	4	7	79

Source: IDES— The Conference Board Help Wanted OnLine® Data Series

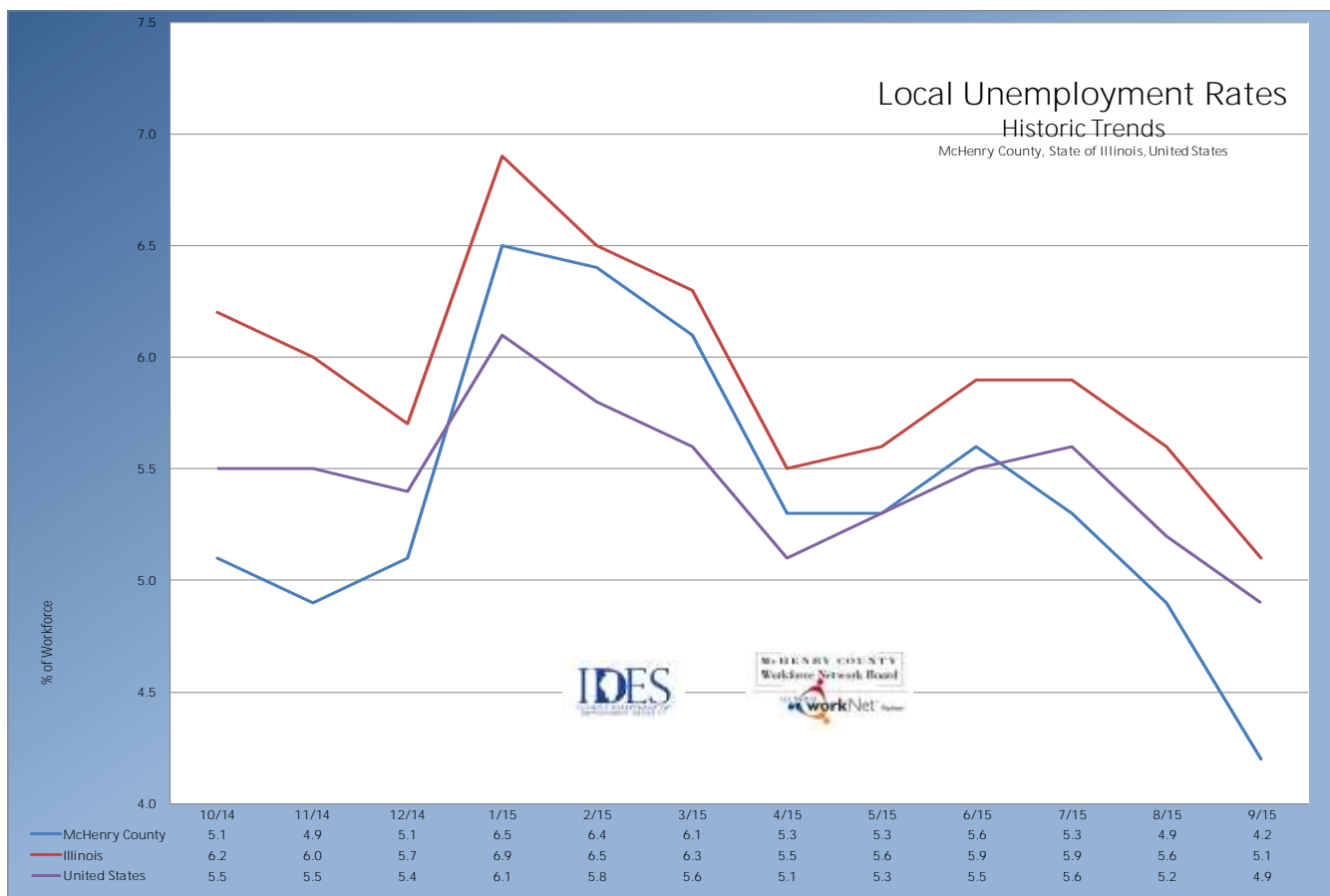
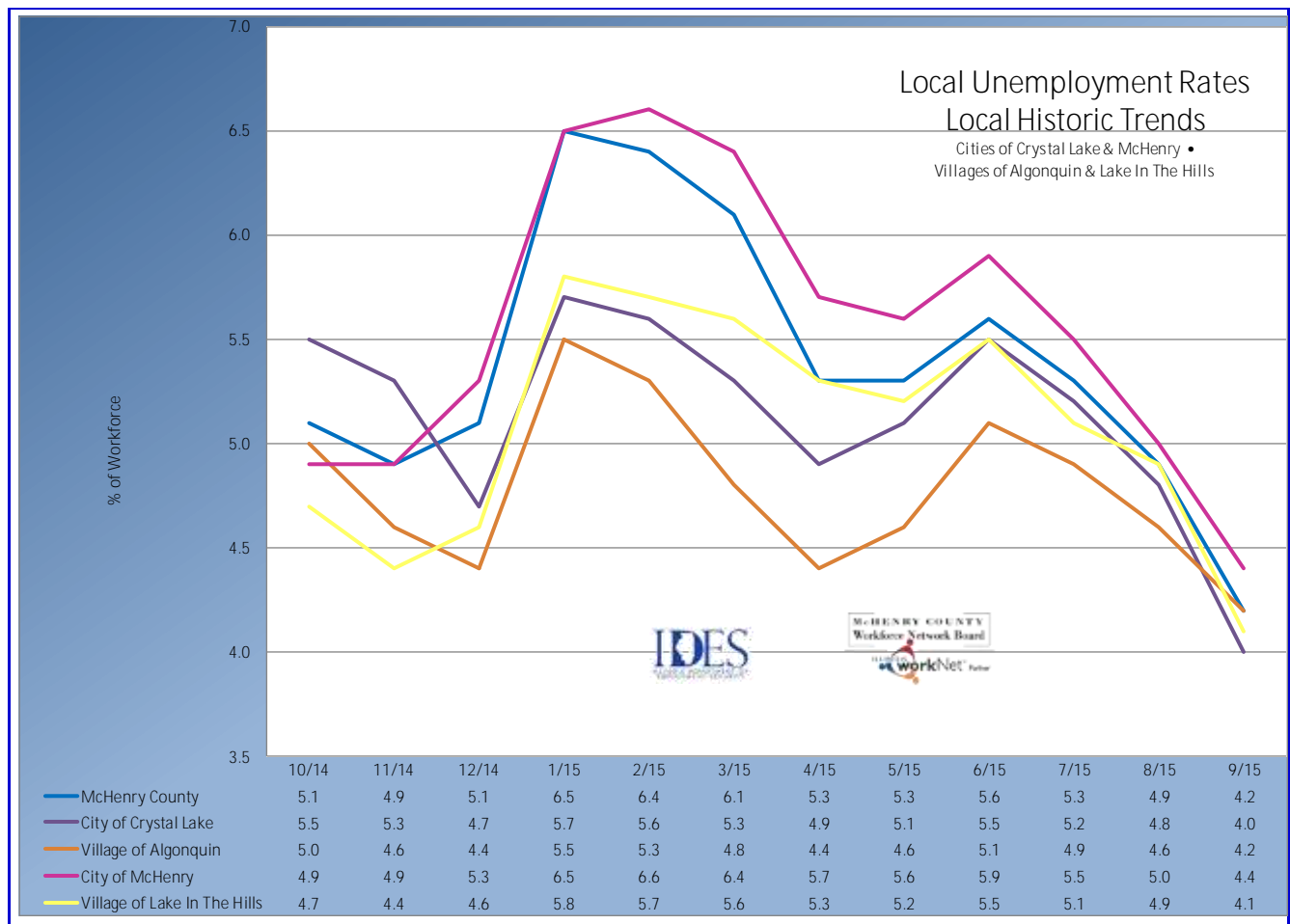




Inflow/Outflow Job Counts (All Jobs)		
2013	Count	Share
Employed in the Selection Area	91,627	100.0%
Employed in the Selection Area but Living Outside	40,693	44.4%
Employed and Living in the Selection Area	50,934	55.6%
Living in the Selection Area	156,074	100.0%
Living in the Selection Area but Employed Outside	105,140	67.4%
Living and Employed in the Selection Area	50,934	32.6%

Where McHenry County Workers LIVE			Where McHenry County Residents WORK		
2013			2013		
	Count	Share		Count	Share
All Counties	91,627	100.00%	All Counties	156,074	100.00%
McHenry County, IL	50,934	55.60%	McHenry County, IL	50,934	32.60%
Cook County, IL	8,415	9.20%	Cook County, IL	45,255	29.00%
Lake County, IL	7,386	8.10%	Lake County, IL	20,213	13.00%
Kane County, IL	6,839	7.50%	Kane County, IL	12,564	8.10%
Winnebago County, IL	2,399	2.60%	DuPage County, IL	10,585	6.80%
DuPage County, IL	2,216	2.40%	Winnebago County, IL	2,260	1.40%
Boone County, IL	1,696	1.90%	Will County, IL	2,122	1.40%
Walworth County, WI	1,618	1.80%	Walworth County, WI	885	0.60%
Kenosha County, WI	1,424	1.60%	DeKalb County, IL	849	0.50%
Will County, IL	1,344	1.50%	Sangamon County, IL	738	0.50%
All Other Locations	7,356	8.00%	All Other Locations	9,669	6.20%

Source: US Census Bureau



**Labor Underutilization** for Illinois and the United States, annual averages (percent), 2013-2015

Measure	Illinois			United States		
	2013	2014	2015*	2013	2014	2015*
<b>U-1 Persons unemployed 15 weeks or longer, as a percent of the civilian labor force</b>	5.2	4.3	3.1	3.9	3.3	2.4
<b>U-2 Job losers and persons who completed temporary jobs, as a percent of the civilian labor force</b>	5.0	4.3	2.9	3.9	3.3	2.7
<b>U-3 Total unemployed, as a percent of the civilian labor force (official concept of unemployment) (1)</b>	9.1	7.7	5.9	7.4	6.5	5.4
<b>U-4 Total unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers (2)</b>	9.6	8.1	6.4	7.9	6.9	5.9
<b>U-5 Total unemployed, plus discouraged workers, plus all other persons marginally attached to the labor force, as a percent of the civilian labor force plus all persons marginally attached to the labor force (2)</b>	10.4	8.9	7.2	8.8	7.8	6.7
<b>U-6 Total unemployed, plus all persons marginally attached to the labor force, plus total employed part time for economic reasons, as a percent of the civilian labor force plus all persons marginally attached to the labor force (2)</b>	16.0	13.7	11.1	13.8	12.5	10.8

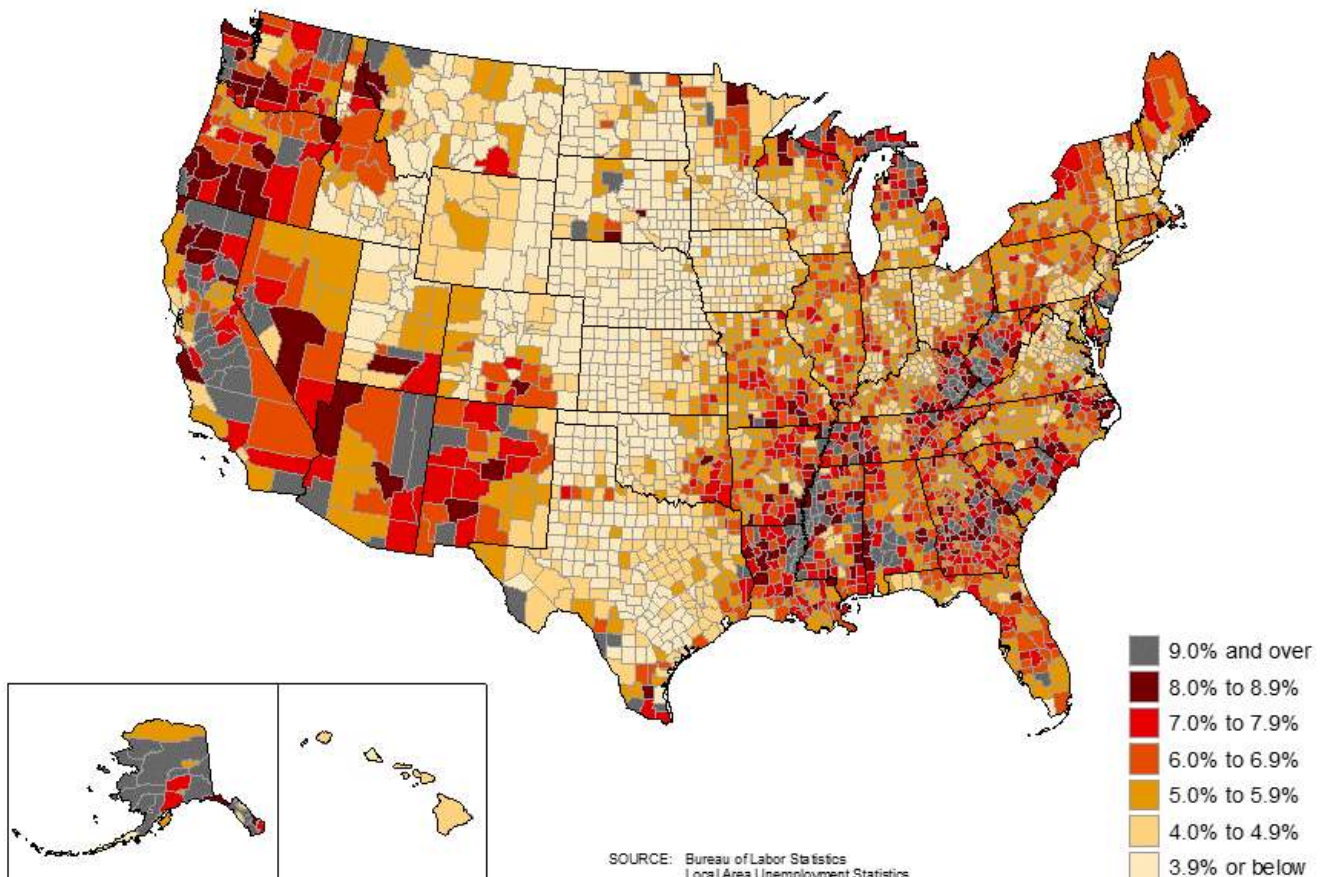
## Footnotes:

(1) The U-3 rates presented are unofficial state estimates derived from the Current Population Survey (CPS). The official measure is a model-based estimate available through the Local Area Unemployment Statistics (LAUS) program at [www.bls.gov/lau/data.htm](http://www.bls.gov/lau/data.htm).

(2) Persons marginally attached to the labor force are those who currently are neither working nor looking for work but indicate that they want and are available for a job and have looked for work sometime in the past 12 months. Discouraged workers, a subset of the marginally attached, have given a job-market related reason for not currently looking for work. Persons employed part time for economic reasons are those who want and are available for full-time work but have had to settle for a part-time schedule.

### Unemployment rates by county, September 2014 – August 2015 averages

(U.S. rate = 5.5 percent)



## Cost of Living Index

The Cost of Living Index estimates the relative price levels for consumer goods and services. When applied to wages and salaries, the result is a measure of relative purchasing power. The cost of living is 2.8% higher in McHenry County, Illinois than the U.S. average.

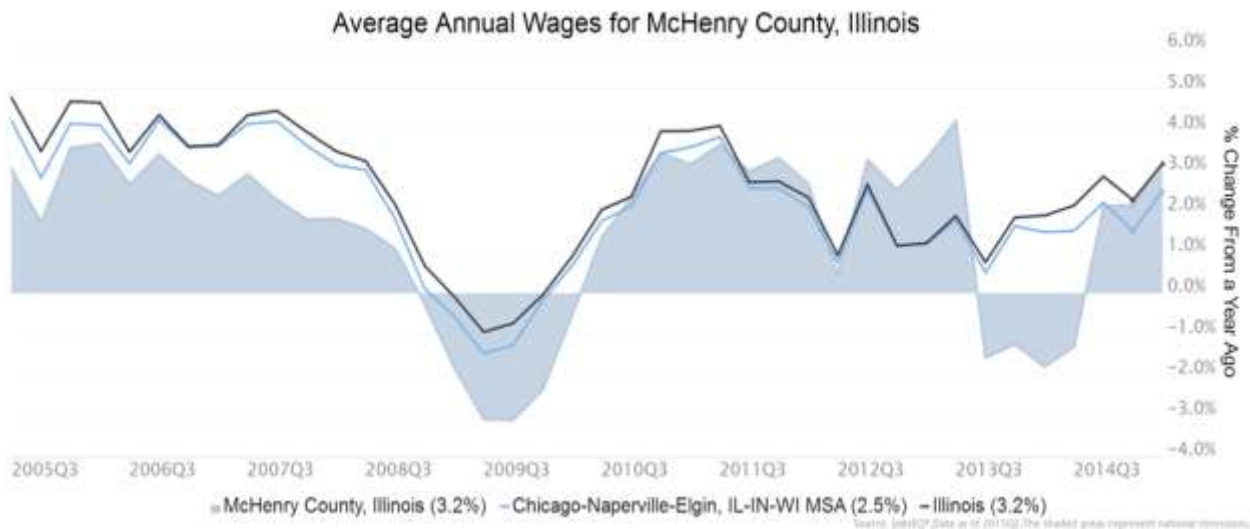
COST OF LIVING INFORMATION			
	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
McHenry County, Illinois	\$40,959	102.8	\$39,834
Chicago-Naperville-Elgin, IL-IN-WI MSA	\$57,263	103.4	\$55,373
Illinois	\$55,088	99.8	\$55,193
USA	\$52,408	100.0	\$52,408

Source: [JobSEQ®](#)  
Data as of 2015Q2

The Cost of Living Index is developed by Chmura Economics & Analytics and is updated quarterly.

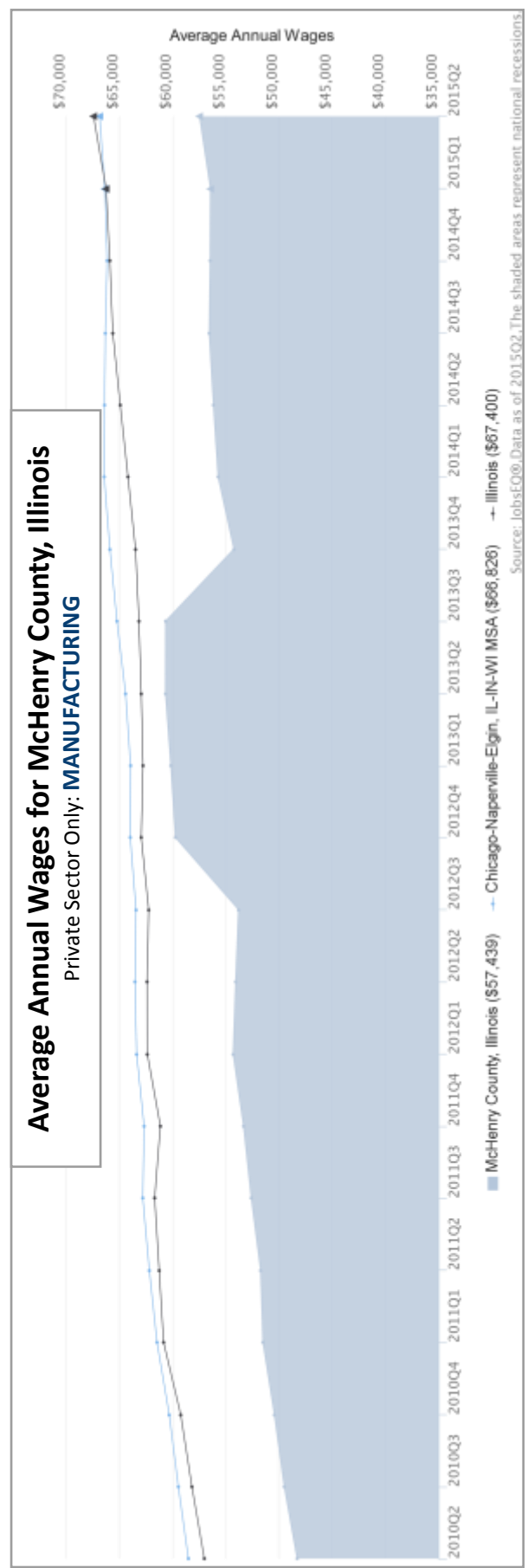
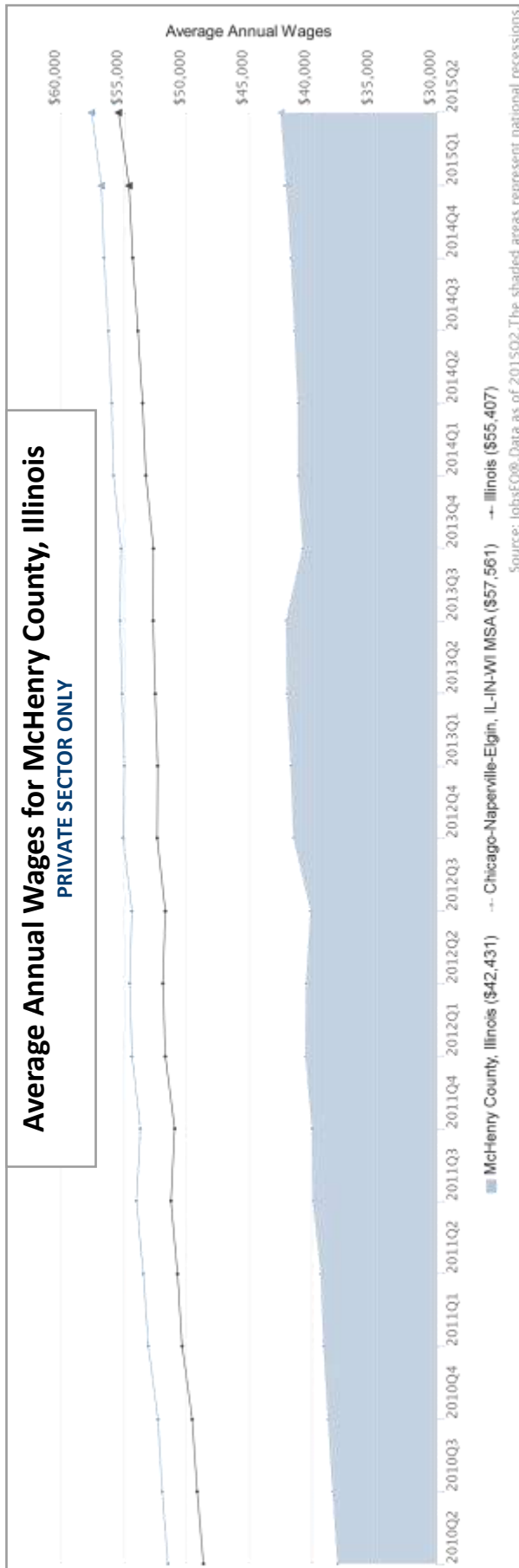
## Wage Trends

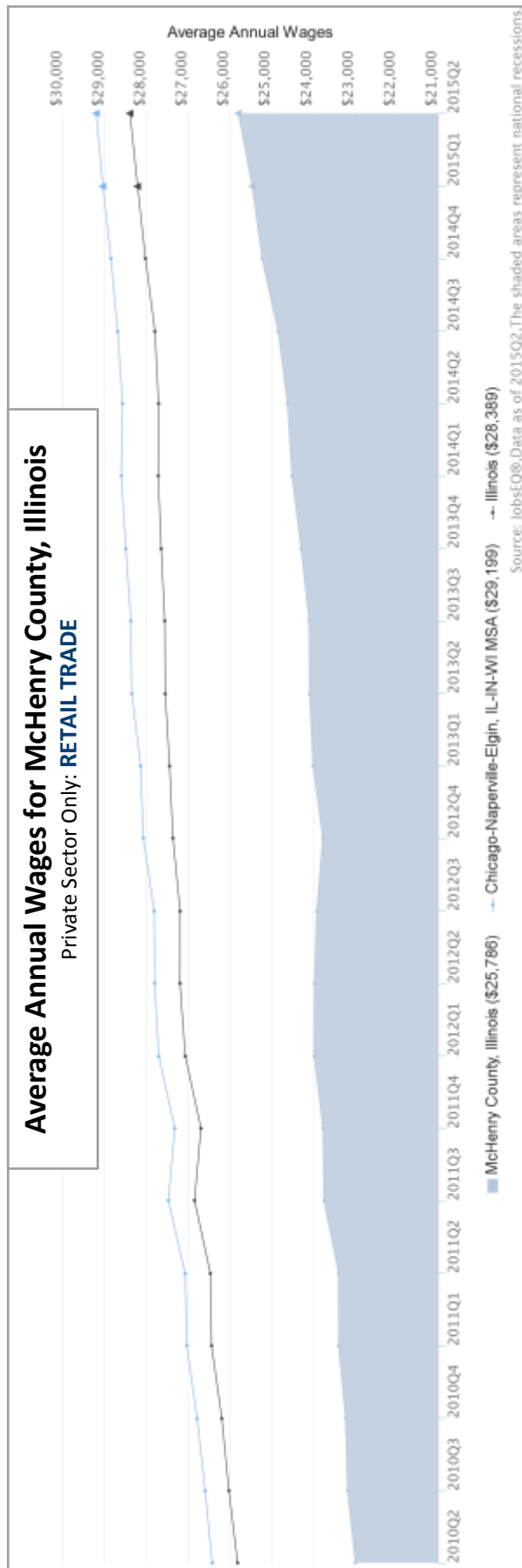
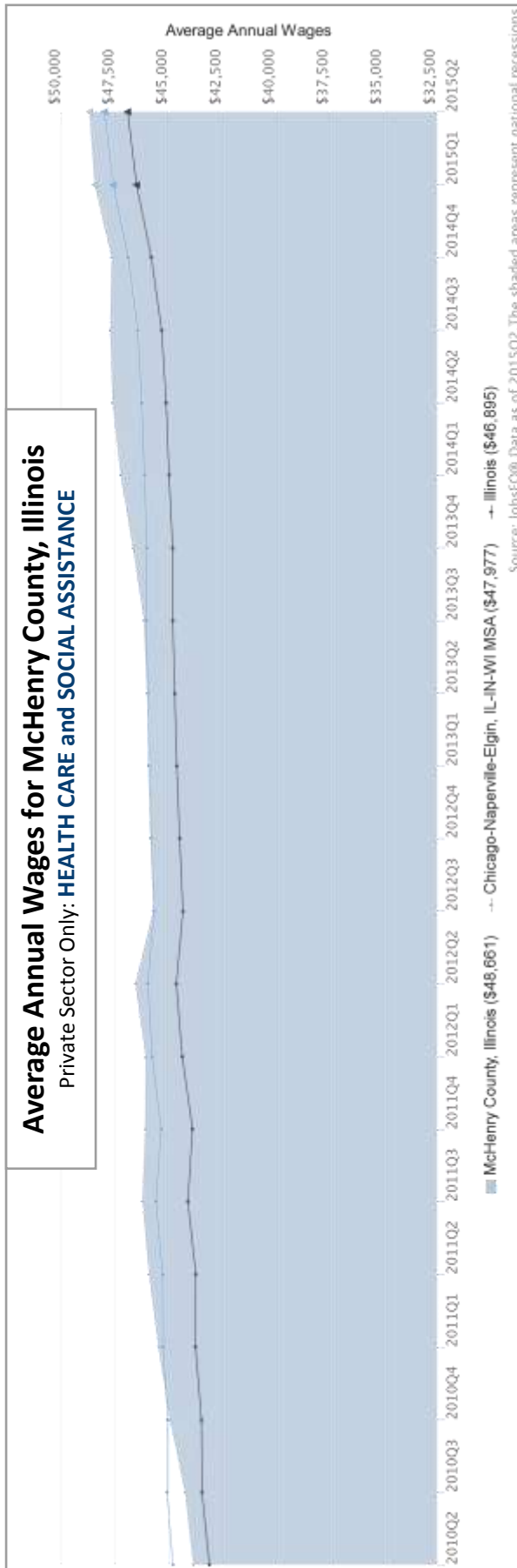
The average worker in McHenry County, Illinois earned annual wages of \$40,959 as of 2015Q2. Average annual wages per worker increased 3.2% in the region during the preceding four quarters. For comparison purposes, annual average wages were \$52,408 in the nation as of 2015Q2.

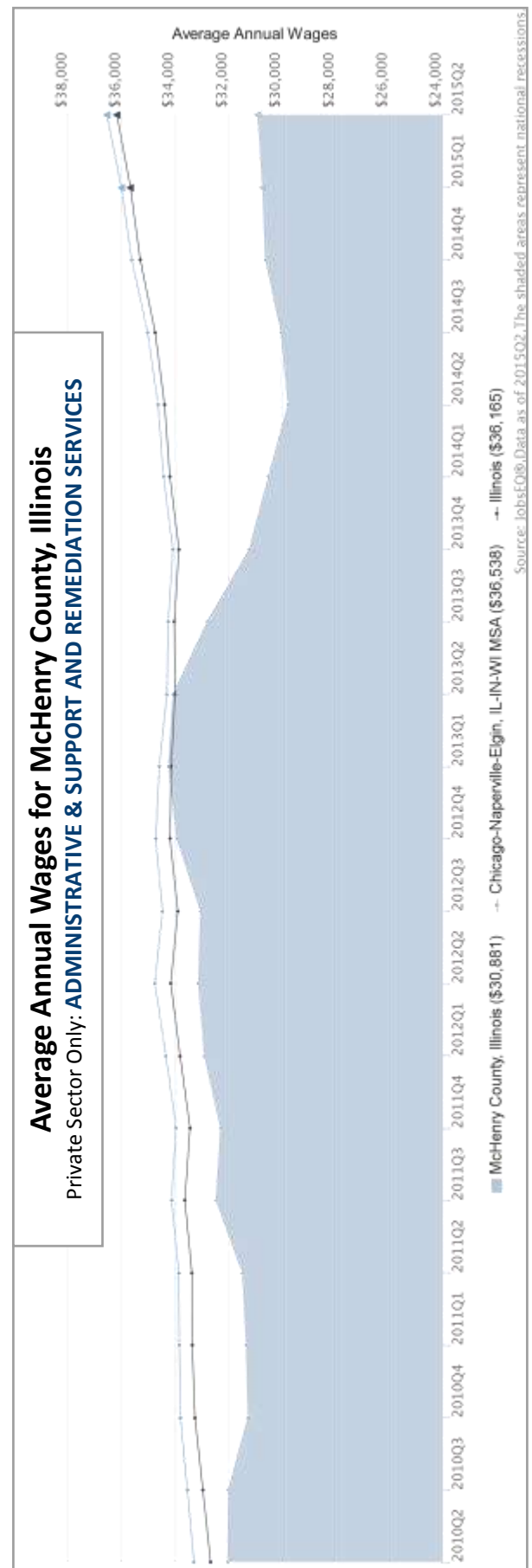
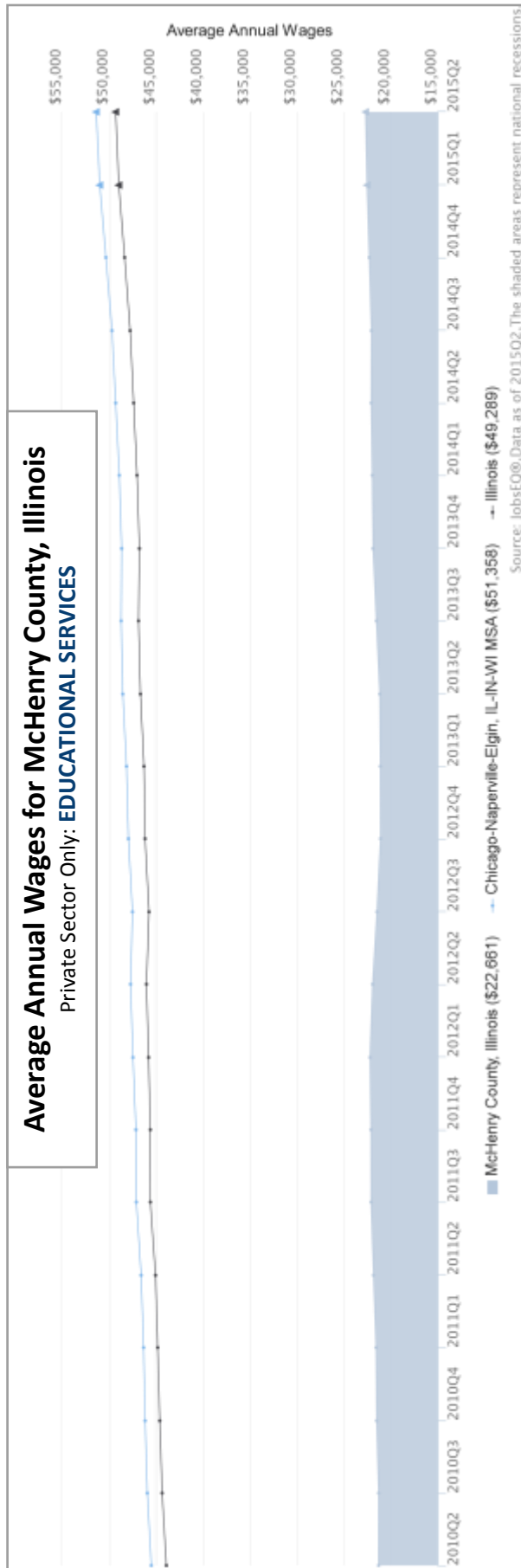


Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2014Q4 with preliminary estimates updated to 2015Q2.









## Occupation Snapshot

The largest major occupation group in McHenry County, Illinois is Office and Administrative Support Occupations, employing 14,215 workers. The next-largest occupation groups in the region are Sales and Related Occupations (10,954 workers) and Production Occupations (10,354). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Production Occupations (LQ = 1.65), Construction and Extraction Occupations (1.34), and Education, Training, and Library Occupations (1.26).

Occupation groups in McHenry County, Illinois with the highest average wages per worker are Management Occupations (\$96,500), Legal Occupations (\$85,400), and Computer and Mathematical Occupations (\$69,700). The unemployment rate in the region varied among the major groups from 2.1% among Legal Occupations to 8.2% among Building and Grounds Cleaning and Maintenance Occupations.

Over the next 10 years, the fastest growing occupation group in McHenry County, Illinois is expected to be Healthcare Support Occupations with a +2.0% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Construction and Extraction Occupations (+1,016 jobs) and Healthcare Practitioners and Technical Occupations (+696). Over the same period, the highest replacement demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Sales and Related Occupations (3,545 jobs) and Food Preparation and Serving Related Occupations (3,303).

OCCUPATION SNAPSHOT IN MCHENRY COUNTY, ILLINOIS													
		Current					Historical				Forecast		
		Four Quarters Ending with 2015q2			2015q2		Total Change over the Last 5 Years	Avg Ann % Chg in Empl 2010q2-2015q2			Over the Next 10 Years		
SOC	Title	Empl	Avg. Annual Wages <sup>1</sup>	LQ	Unempl	Unempl Rate	Empl	McHenry County, Illinois	Chicago-Naperville-Elgin, IL-IN-WI MSA	Illinois	Total Repl Demand	Total Growth Demand	Avg. Annual Growth Percent
11-	Management Occupations	4,332	\$96,500	0.89	143	2.1%	58	0.3%	1.2%	1.0%	1,033	115	0.3%
13-	Business and Financial Operations Occupations	3,382	\$63,700	0.70	203	3.2%	130	0.8%	1.2%	1.0%	711	254	0.7%
15-	Computer and Mathematical Occupations	1,540	\$69,700	0.57	88	2.8%	55	0.7%	2.6%	2.4%	247	152	0.9%
17-	Architecture and Engineering Occupations	1,572	\$68,800	0.93	65	2.7%	-12	-0.2%	1.0%	1.0%	379	-25	-0.2%
19-	Life, Physical, and Social Science Occupations	469	\$61,100	0.58	28	2.9%	20	0.9%	0.8%	0.6%	146	20	0.4%
21-	Community and Social Service Occupations	927	\$44,500	0.68	45	3.1%	38	0.8%	1.9%	1.5%	204	37	0.4%
23-	Legal Occupations	494	\$85,400	0.68	18	2.1%	15	0.6%	0.2%	0.1%	92	30	0.6%
25-	Education, Training, and Library Occupations	7,400	\$48,200	1.26	476	4.8%	-224	-0.6%	0.3%	0.0%	1,554	-237	-0.3%
27-	Arts, Design, Entertainment, Sports, and Media Occupations	1,047	\$46,000	0.83	106	5.8%	-90	-1.6%	1.1%	0.7%	336	37	0.3%



OCCUPATION SNAPSHOT IN MCHENRY COUNTY, ILLINOIS													
		Current					Historical				Forecast		
		Four Quarters Ending with 2015q2			2015q2		Total Change over the Last 5 Years	Avg Ann % Chg in Empl 2010q2-2015q2			Over the Next 10 Years		
SOC	Title	Empl	Avg. Annual Wages <sup>1</sup>	LQ	Unempl	Unempl Rate	Empl	McHenry County, Illinois	Chicago-Naperville-Elgin, IL-IN-WI MSA	Illinois	Total Repl Demand	Total Growth Demand	Avg. Annual Growth Percent
29-	Healthcare Practitioners and Technical Occupations	4,308	\$66,900	0.78	163	2.3%	-101	-0.5%	1.0%	0.8%	887	696	1.5%
31-	Healthcare Support Occupations	2,217	\$26,700	0.80	161	4.5%	143	1.3%	1.9%	1.4%	426	477	2.0%
33-	Protective Service Occupations	1,348	\$46,100	0.59	95	4.0%	-99	-1.4%	0.4%	0.3%	403	34	0.3%
35-	Food Preparation and Serving Related Occupations	8,979	\$19,700	1.03	1,054	8.0%	819	1.9%	2.4%	1.7%	3,303	373	0.4%
37-	Building and Grounds Cleaning and Maintenance Occupations	3,171	\$25,900	1.00	403	8.2%	-257	-1.5%	1.3%	1.2%	743	212	0.7%
39-	Personal Care and Service Occupations	2,881	\$24,000	0.95	299	6.7%	214	1.6%	2.1%	1.8%	798	352	1.2%
41-	Sales and Related Occupations	10,954	\$34,000	1.10	848	5.2%	10	0.0%	1.1%	0.8%	3,545	392	0.4%
43-	Office and Administrative Support Occupations	14,215	\$32,800	0.93	1,356	5.7%	73	0.1%	1.1%	0.9%	3,290	97	0.1%
45-	Farming, Fishing, and Forestry Occupations	522	\$28,400	0.81	36	6.9%	123	5.5%	1.3%	2.6%	169	-39	-0.8%
47-	Construction and Extraction Occupations	5,092	\$57,600	1.34	494	8.1%	352	1.4%	1.2%	0.6%	1,022	1,016	1.8%
49-	Installation, Maintenance, and Repair Occupations	3,890	\$45,100	1.06	236	4.2%	80	0.4%	1.1%	0.9%	951	236	0.6%
51-	Production Occupations	10,354	\$32,000	1.65	864	6.3%	454	0.9%	1.3%	1.4%	2,386	-588	-0.6%
53-	Transportation and Material Moving Occupations	6,651	\$30,300	1.02	763	7.2%	499	1.6%	2.2%	1.8%	1,645	238	0.4%
	Total - All Occupations	95,748	\$41,400	1.00	n/a	n/a	2,300	0.5%	1.4%	1.1%	24,269	3,880	0.4%

Source: [JobsEQ®](#)

Note: Figures may not sum due to rounding.

1. Occupation wages are as of 2014

Occupation employment data are estimated via industry employment data and the estimated industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2014Q4, imputed where necessary with preliminary estimates updated to 2015Q2. Wages by occupation are as of 2014 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

## WORKFORCE CHARACTERISTICS IN MCHENRY COUNTY, ILLINOIS

## Average per Quarter

NAICS	Industry	Employment	New Hires	Separations	Turnover	Average Annual Earnings, Stable Jobs	Average Annual Earnings, New Stable Jobs
11	Agriculture, Forestry, Fishing and Hunting	517	119	189	14.4%	\$31,628	\$21,981
21	Mining, Quarrying, and Oil and Gas Extraction	54	11	17	25.6%	\$61,433	\$44,494
22	Utilities	115	5	9	2.4%	\$69,087	\$40,011
23	Construction	5,806	1,156	1,578	12.5%	\$60,717	\$46,019
31	Manufacturing	15,277	861	1,020	4.6%	\$62,548	\$38,700
42	Wholesale Trade	4,952	320	430	5.8%	\$58,109	\$50,306
44	Retail Trade	13,062	1,756	1,938	9.3%	\$28,173	\$17,306
48	Transportation and Warehousing	1,864	163	259	8.5%	\$48,812	\$30,948
51	Information	1,168	73	86	5.1%	\$48,230	\$28,517
52	Finance and Insurance	2,258	154	178	5.7%	\$60,756	\$38,964
53	Real Estate and Rental and Leasing	580	76	92	9.7%	\$35,888	\$25,154
54	Professional, Scientific, and Technical Services	3,192	410	511	7.9%	\$56,424	\$44,766
55	Management of Companies and Enterprises	687	50	44	5.7%	\$69,742	\$45,649
56	Administrative and Support and Waste Management and Remediation Services	6,346	2,998	3,351	21.5%	\$34,596	\$21,602
61	Educational Services	9,839	507	794	6.0%	\$39,455	\$17,844
62	Health Care and Social Assistance	9,981	1,072	1,164	7.6%	\$46,103	\$29,182
71	Arts, Entertainment, and Recreation	2,337	445	693	16.6%	\$19,883	\$14,385
72	Accommodation and Food Services	7,961	1,662	1,800	13.3%	\$15,483	\$10,682
81	Other Services (except Public Administration)	3,081	424	542	9.6%	\$31,773	\$21,799
92	Public Administration	4,277	227	408	4.9%	\$42,172	\$19,378
	Total - All Industries <sup>1</sup>	93,425	12,222	14,994	8.5%	\$44,545	\$26,272

*Detailed Workforce Characteristics by Industry and Age can be found in the Appendix*

Source: JobsEQ®

Data are for the four quarters ending 2013Q1

Note: Figures may not sum due to rounding. Demographic details for NAICS 4851, 4911, 485 and 491 may be severely distorted due to limited source data availability.

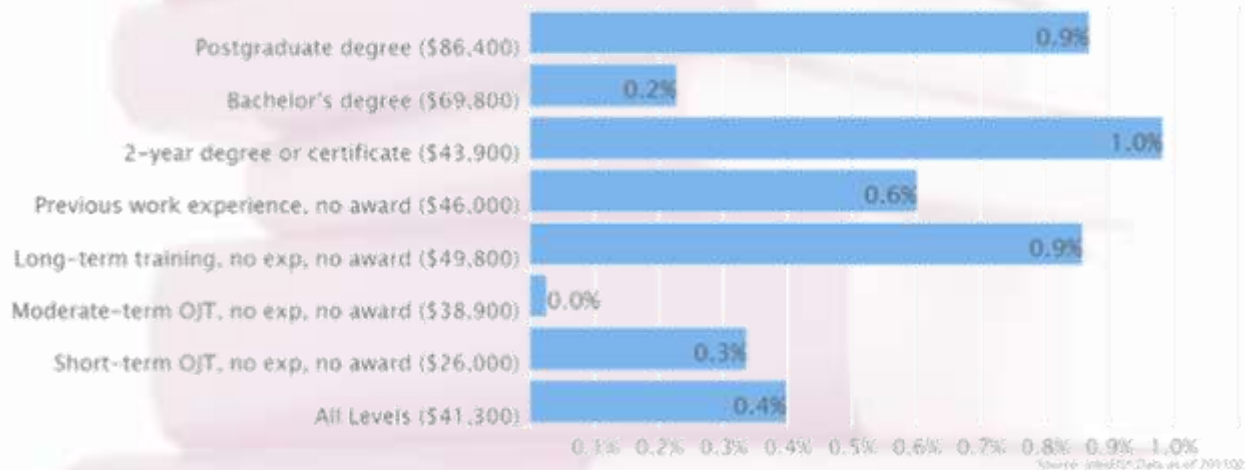
1. Total industry figures don't reflect employment in unclassified industries (NAICS 9999).

Exported on: Wednesday, October 14, 2015 4:27 PM

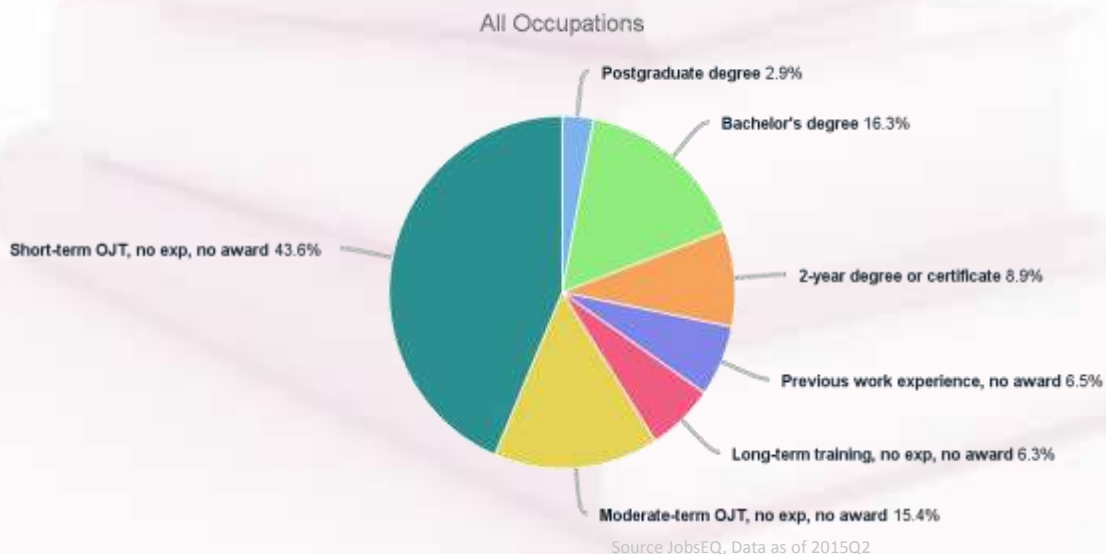
## Education Levels

Expected growth rates for occupations vary by the education and training required. While all employment in McHenry County, Illinois is projected to grow 0.4% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 0.9% per year, those requiring a bachelor's degree are forecast to grow 0.2% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 1.0% per year.

**Annual Average Projected Job Growth by Training Required for McHenry County, Illinois**



**Percent of Employment by Training Required for McHenry County, Illinois**



### TRAINING CONCENTRATION, MCHENRY COUNTY, ILLINOIS, OCCUPATIONS WITH 75%+ COLLEGE-EDUCATED

SOC	Title	2015Q2 Employment	Awards (2013- 2014)	Training Concentration	Shortfall
11-	Management Occupations	3,839	570	146%	-
13-	Business and Financial Operations Occupations	3,082	33	29%	85
15-	Computer and Mathematical Occupations	1,540	22	32%	48
17-	Architecture and Engineering Occupations	1,244	6	8%	89
19-	Life, Physical, and Social Science Occupations	409	0	0%	62
21-	Community and Social Service Occupations	925	0	0%	119
23-	Legal Occupations	495	0	0%	32
25-	Education, Training, and Library Occupations	6,111	3	0%	635
27-	Arts, Design, Entertainment, Sports, and Media Occupations	1,026	45	31%	101
29-	Healthcare Practitioners and Technical Occupations	3,683	49	19%	210
31-	Healthcare Support Occupations	235	24	95%	1
33-	Protective Service Occupations	613	76	200%	-
39-	Personal Care and Service Occupations	560	4	15%	22
41-	Sales and Related Occupations	2,472	3	28%	8
43-	Office and Administrative Support Occupations	503	1	34%	2
49-	Installation, Maintenance, and Repair Occupations	74	5	326%	-
53-	Transportation and Material Moving Occupations	41	0	0%	1

Source: [JobsEO®](#)

Data as of 2015Q2



## REGION DEFINITION

Chicago-Naperville-Elgin, IL-IN-WI MSA is defined as the following counties: Cook County, Illinois; DeKalb County, Illinois; Du Page County, Illinois; Grundy County, Illinois; Kane County, Illinois; Kendall County, Illinois; Lake County, Illinois; McHenry County, Illinois; Will County, Illinois; Jasper County, Indiana; Lake County, Indiana; Newton County, Indiana; Porter County, Indiana; Kenosha County, Wisconsin

## FAQ

### What is a location quotient?

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

### What is replacement demand?

Replacement demand is the number of jobs required due to replacements—retirements and turnover resulting from workers moving from one occupation into another. Note that replacement demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The replacement demand shown in this report may also be understated; thus, it can be taken to be a minimum measure of the number of workers who will need to be trained for the occupation due to replacements. The total projected demand for an occupation is the sum of the replacement demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

### What is a cluster?

A cluster is a geographic concentration of interrelated industries or occupations. If a regional cluster has a location quotient of 1.25 or greater, the region is considered to possess a *competitive advantage* in that cluster.

### What is the difference between industry wages and occupation wages?

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

### What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the **type of economic activity**. The **NAICS Code comprises six levels, from the “all industry” level to the 6-digit level**. The first two digits define the top level category, known as the “sector,” which is the level examined in this report.

### What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 820 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 23 major groups, 96 minor groups, and 449 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

### What is WIA ?

The **Workforce Investment Act (WIA)** 1998 - 2014 was the nation's principal workforce development legislation, providing funds to address the employment and training needs of employers, dislocated workers, and low- income adults and youth. The funding for **WIA** comes from the Federal Department of Labor.

### What is WIOA?

The **Workforce Innovation and Opportunity Act (WIOA)** 2014 - Current replaces the Workforce Investment Act. This new law represents a renewed commitment to workforce development with an eye to the future through innovation and support for individual and national economic growth.

## **Resources and Sources:**

### **Bureau of Economic Analysis (BEA)**

*BEA* produces GDP and related data from the national accounts programs of the U.S. Department of Commerce.

### **Bureau of Labor Statistics (BLS)**

*BLS* is the principal fact-finding agency for the Federal Government in the broad field of labor and statistics.

### **Chmura Economics and Analytics: JobsEQ - 2015.2**

Specialties include economic consulting, economic development, workforce development, economic impact studies, publications, and software development

### **EMSI Complete Employment - 2015.2**

### **Illinois Department of Employment Security (IDES)**

*IDES* administers the Unemployment Insurance program for the State of Illinois and reports data on employment for the state.

### **Illinois Workforce Development System (IWDS)**

*IWDS* is the Illinois Dept of Commerce and Economic Opportunity's web based WIA / WIOA program management tool for WIA / WIOA professional staff to manage customer and provider records, to report and compare performance among training programs and customer outcomes, and to search and find information about WIA / WIOA-certified training programs.

### **Institute for Supply Management, ISM Chicago**

*ISM Chicago* is the Chicago Purchasing Managers' report on Chicago Business Activity including Employment, New Orders, Order Backlogs, Supplier Deliveries, Prices Paid, and Capital Equipment Buying Policy.

### **McHenry County Economic Development Corporation**

Provides Business & Resource Connections for: Large Employers, Small Cap Businesses, Manufacturers, Financial Institutions, Government Entities

### **McHenry County Graphic Information System Department**

Develop and maintains the Geographic Information System of McHenry County by providing efficient, high quality GIS leadership, coordination, infrastructure, data development and maintenance, and GIS services to meet the needs of McHenry County and the communities served.

### **S&P/Case-Shiller Home Price Indices**

*The S&P/Case-Shiller Home Price Indices* are the leading measures for the U.S. residential housing market, tracking changes in the value of residential real estate both nationally, as well as in 20 metropolitan regions.

### **Stats America**

*STATS America* is a service of the Indiana Business Research Center at Indiana University's Kelley School of Business. This initiative is funded in part by the U.S. Commerce Department's Economic Development Administration and Indiana University.

### **U.S. Census Bureau**

*U.S. Census Bureau* is the source for current population data and the latest Economic Indicators, Households to Business to Government - Income & Spending.

### **U.S. Department of Health and Human Services**

*The Department of Health and Human Services* is the principal agency for protecting the health of all Americans. It is comprised of the Office of the Secretary (18 Staff Divisions) and 11 Operating Divisions, including the office of the Assistant Secretary for Planning and Evaluation which determines the HHS Poverty Guidelines.

### **The University of Illinois at Urbana-Champaign, Regional Economics Applications Laboratory**

*The Regional Economics Applications Laboratory (REAL)* at the University of Illinois at Urbana-Champaign is a regional science research center for advanced graduate students in the fields of economics, geography, urban and regional planning, computer science, and mathematics. Professor Geoffrey J.D. Hewings is a co-founder of REAL and currently serves as Director.

A glass jar is tilted, spilling a large number of capsules. The capsules are divided into two distinct piles: a large pile of yellow capsules on the left and a large pile of blue capsules on the right. The background is a plain, light-colored surface.

# Appendix

## Workforce Characteristics by Industry and Age

Workforce Characteristics in McHenry County, Illinois								
NAICS	Industry	Age	Employment	Average per Quarter			Average Annual Earnings, Stable Jobs	Average Annual Earnings, New Stable Jobs
				New Hires	Separations	Turnover		
11	Agriculture, Forestry, Fishing and Hunting	14-99	517	119	189	14.4%	\$31,628	\$21,981
		14-18	31	36	43	53.1%	\$6,841	\$9,073
		19-21	24	11	19	45.2%	\$17,544	\$15,207
		22-24	19	7	13	28.8%	\$28,180	\$24,144
		25-34	88	16	25	13.3%	\$29,137	\$24,558
		35-44	97	14	25	23.0%	\$37,285	\$25,829
		45-54	116	15	26	16.6%	\$34,427	\$21,213
		55-64	88	12	22	21.4%	\$35,425	\$26,840
		65-99	54	7	15	20.3%	\$23,325	\$16,777
		21	Mining, Quarrying, and Oil and Gas Extraction	14-99	54	11	17	25.6%
14-18	0			0	0	0.0%	n/a	n/a
19-21	1			1	1	0.0%	\$8,436	\$10,080
22-24	1			0	0	0.0%	\$68,521	\$99,840
25-34	5			2	3	75.0%	\$56,784	\$39,720
35-44	15			3	4	25.0%	\$61,581	\$65,963
45-54	23			3	5	44.7%	\$65,844	\$21,201
55-64	9			3	4	50.0%	\$58,743	\$19,788
65-99	1			0	1	0.0%	\$35,824	n/a
22	Utilities			14-99	115	5	9	2.4%
		14-18	0	0	0	0.0%	n/a	n/a
		19-21	0	0	0	0.0%	\$38,590	n/a
		22-24	1	0	0	0.0%	\$40,650	\$36,372
		25-34	16	1	1	5.4%	\$51,061	\$30,006
		35-44	29	1	3	3.8%	\$64,337	\$48,765
		45-54	48	2	2	0.0%	\$75,914	\$13,370
		55-64	19	0	2	4.5%	\$76,242	\$25,440
		65-99	1	0	0	0.0%	\$64,949	\$37,860



Workforce Characteristics in McHenry County, Illinois								
NAICS	Industry	Age	Employment	Average per Quarter			Average Annual Earnings, Stable Jobs	Average Annual Earnings, New Stable Jobs
				New Hires	Separations	Turnover		
23	Construction	14-99	5,806	1,156	1,578	12.5%	\$60,717	\$46,019
		14-18	40	30	24	27.2%	\$13,796	\$10,112
		19-21	97	47	48	24.7%	\$26,670	\$23,929
		22-24	196	73	80	17.3%	\$36,591	\$27,691
		25-34	1,269	277	350	13.7%	\$52,023	\$44,027
		35-44	1,689	309	425	11.6%	\$63,366	\$50,727
		45-54	1,586	288	424	11.8%	\$65,928	\$53,179
		55-64	726	103	177	10.9%	\$72,509	\$50,730
		65-99	204	28	50	12.2%	\$51,540	\$31,354
		14-99	15,277	861	1,020	4.6%	\$62,548	\$38,700
31	Manufacturing	14-18	91	40	30	18.3%	\$15,722	\$12,332
		19-21	363	87	83	15.5%	\$23,985	\$23,621
		22-24	578	74	76	10.1%	\$33,089	\$32,249
		25-34	2,531	199	194	6.1%	\$43,280	\$36,172
		35-44	3,340	172	197	4.4%	\$58,058	\$43,382
		45-54	4,461	167	211	3.5%	\$76,303	\$48,760
		55-64	3,041	87	145	3.1%	\$75,240	\$43,061
		65-99	873	35	83	4.3%	\$56,301	\$22,733
		14-99	4,952	320	430	5.8%	\$58,109	\$50,306
		14-18	28	12	10	29.6%	\$19,266	\$11,076
42	Wholesale Trade	19-21	97	26	30	16.9%	\$20,577	\$19,568
		22-24	204	35	32	12.2%	\$30,228	\$30,298
		25-34	955	63	83	6.2%	\$44,486	\$39,787
		35-44	1,107	58	78	4.9%	\$58,403	\$67,234
		45-54	1,405	75	95	4.9%	\$67,563	\$61,019
		55-64	892	36	68	4.9%	\$69,374	\$62,287
		65-99	264	15	33	6.7%	\$51,605	\$32,178

Workforce Characteristics in McHenry County, Illinois								
NAICS	Industry	Age	Employment	Average per Quarter			Average Annual Earnings, Stable Jobs	Average Annual Earnings, New Stable Jobs
				New Hires	Separations	Turnover		
44	Retail Trade	14-99	13,062	1,756	1,938	9.3%	\$28,173	\$17,306
		14-18	607	269	165	23.1%	\$7,349	\$7,898
		19-21	1,420	353	381	17.3%	\$12,427	\$12,131
		22-24	1,299	232	280	13.2%	\$17,521	\$15,435
		25-34	2,662	331	395	9.1%	\$29,889	\$20,728
		35-44	2,024	209	234	7.4%	\$37,638	\$23,289
		45-54	2,412	205	241	6.3%	\$36,141	\$23,809
		55-64	1,849	114	158	5.1%	\$31,400	\$21,799
		65-99	790	44	84	5.8%	\$20,444	\$13,342
48	Transportation and Warehousing	14-99	1,864	163	259	8.5%	\$48,812	\$30,948
		14-18	7	4	3	0.0%	\$6,996	\$7,745
		19-21	26	9	9	27.1%	\$18,960	\$19,408
		22-24	47	12	10	13.0%	\$26,485	\$21,059
		25-34	241	35	40	11.6%	\$38,632	\$28,870
		35-44	423	40	56	9.5%	\$47,476	\$33,225
		45-54	605	41	77	7.3%	\$54,731	\$37,906
		55-64	406	19	49	6.6%	\$52,428	\$34,439
		65-99	110	4	14	8.3%	\$48,068	\$24,426
51	Information	14-99	1,168	73	86	5.1%	\$48,230	\$28,517
		14-18	32	11	4	18.0%	\$6,562	\$6,385
		19-21	55	5	10	12.7%	\$10,779	\$13,939
		22-24	51	9	7	10.9%	\$21,649	\$20,320
		25-34	214	14	18	5.7%	\$44,063	\$32,208
		35-44	253	14	17	4.7%	\$54,397	\$36,137
		45-54	310	12	15	3.5%	\$57,936	\$38,068
		55-64	179	5	9	3.2%	\$53,036	\$35,097
		65-99	75	2	5	0.0%	\$42,964	\$47,161

Workforce Characteristics in McHenry County, Illinois									
NAICS	Industry	Age	Employment	Average per Quarter			Average Annual Earnings, Stable Jobs	Average Annual Earnings, New Stable Jobs	
				New Hires	Separations	Turnover			
52	Finance and Insurance	14-99	2,258	154	178	5.7%	\$60,756	\$38,964	
		14-18	7	5	3	0.0%	\$7,105	\$7,718	
		19-21	53	16	12	19.2%	\$16,127	\$15,831	
		22-24	116	23	21	14.0%	\$26,732	\$25,470	
		25-34	443	36	38	6.7%	\$46,670	\$38,695	
		35-44	474	31	30	5.9%	\$67,217	\$47,374	
		45-54	593	26	35	3.7%	\$73,129	\$55,489	
		55-64	441	13	25	3.8%	\$67,377	\$40,760	
		65-99	131	3	13	5.0%	\$48,212	\$32,070	
		14-99	580	76	92	9.7%	\$35,888	\$25,154	
		14-18	12	6	6	0.0%	\$10,657	\$8,847	
		19-21	33	10	11	25.3%	\$14,959	\$10,735	
53	Real Estate and Rental and Leasing	22-24	30	7	7	19.3%	\$21,838	\$16,709	
		25-34	90	13	15	12.7%	\$33,215	\$21,022	
		35-44	115	15	16	10.0%	\$42,292	\$37,919	
		45-54	134	13	16	7.3%	\$40,212	\$31,664	
		55-64	104	8	11	5.1%	\$38,803	\$15,528	
		65-99	64	4	9	10.1%	\$31,408	\$23,289	
		14-99	3,192	410	511	7.9%	\$56,424	\$44,766	
		14-18	32	19	17	22.6%	\$8,474	\$8,675	
		19-21	64	23	25	20.3%	\$14,036	\$14,326	
		22-24	131	37	29	14.5%	\$25,171	\$28,963	
		25-34	598	96	102	8.6%	\$48,941	\$42,006	
		35-44	724	89	102	7.7%	\$61,688	\$53,738	
54	Professional, Scientific, and Technical Services	45-54	897	86	124	6.5%	\$62,899	\$54,019	
		55-64	553	45	77	6.2%	\$63,221	\$50,579	
		65-99	193	14	36	8.8%	\$47,715	\$41,760	

Workforce Characteristics in McHenry County, Illinois									
NAICS	Industry	Age	Employment	Average per Quarter			Average Annual Earnings, Stable Jobs	Average Annual Earnings, New Stable Jobs	
				New Hires	Separations	Turnover			
55	Management of Companies and Enterprises	14-99	687	50	44	5.7%	\$69,742	\$45,649	
		14-18	4	2	1	0.0%	\$8,720	\$7,200	
		19-21	14	3	3	15.0%	\$16,877	\$23,673	
		22-24	26	3	3	17.8%	\$28,080	\$27,543	
		25-34	113	11	7	7.6%	\$46,168	\$37,181	
		35-44	149	10	9	6.4%	\$56,632	\$40,045	
		45-54	203	13	11	5.6%	\$81,185	\$58,034	
		55-64	143	7	6	5.9%	\$84,102	\$64,057	
		65-99	36	1	3	0.0%	\$124,854	\$78,132	
56	Administrative and Support and Waste Management and Remediation Services	14-99	6,346	2,998	3,351	21.5%	\$34,596	\$21,602	
		14-18	88	134	109	41.9%	\$12,918	\$12,180	
		19-21	413	403	428	40.9%	\$15,465	\$15,612	
		22-24	464	340	359	33.6%	\$19,238	\$18,150	
		25-34	1,457	762	846	24.6%	\$28,677	\$21,160	
		35-44	1,397	575	651	19.5%	\$38,564	\$24,898	
		45-54	1,351	439	511	16.7%	\$44,847	\$24,299	
		55-64	802	215	271	15.2%	\$39,201	\$24,215	
		65-99	374	130	174	20.9%	\$24,829	\$18,676	
61	Educational Services	14-99	9,839	507	794	6.0%	\$39,455	\$17,844	
		14-18	69	35	33	27.8%	\$3,437	\$4,406	
		19-21	69	31	38	19.3%	\$10,220	\$11,226	
		22-24	245	74	56	20.5%	\$23,721	\$17,335	
		25-34	1,696	105	147	6.6%	\$42,445	\$20,167	
		35-44	2,323	107	148	5.4%	\$43,827	\$17,267	
		45-54	2,874	90	163	4.8%	\$39,507	\$19,121	
		55-64	1,995	50	142	5.3%	\$40,259	\$19,298	
		65-99	568	15	67	7.9%	\$21,651	\$11,610	



Workforce Characteristics in McHenry County, Illinois									
NAICS	Industry	Age	Employment	Average per Quarter			Average Annual Earnings, Stable Jobs	Average Annual Earnings, New Stable Jobs	
				New Hires	Separations	Turnover			
62	Health Care and Social Assistance	14-99	9,981	1,072	1,164	7.6%	\$46,103	\$29,182	
		14-18	145	62	40	21.7%	\$9,002	\$9,017	
		19-21	387	98	92	16.4%	\$13,737	\$12,488	
		22-24	562	114	110	14.5%	\$20,712	\$19,948	
		25-34	1,871	241	247	9.2%	\$33,907	\$29,009	
		35-44	2,126	204	218	7.0%	\$57,066	\$37,189	
		45-54	2,558	208	242	5.9%	\$54,835	\$33,638	
		55-64	1,777	115	160	5.4%	\$50,357	\$37,198	
		65-99	556	29	56	5.4%	\$40,254	\$22,012	
		14-99	2,337	445	693	16.6%	\$19,883	\$14,385	
71	Arts, Entertainment, and Recreation	14-18	265	120	136	29.4%	\$5,479	\$5,958	
		19-21	287	69	149	24.4%	\$8,399	\$8,135	
		22-24	193	47	78	25.7%	\$13,042	\$12,619	
		25-34	395	70	102	15.3%	\$21,716	\$16,951	
		35-44	356	53	73	14.2%	\$25,605	\$18,749	
		45-54	426	44	74	10.5%	\$24,564	\$19,278	
		55-64	265	27	44	10.3%	\$26,388	\$17,900	
		65-99	150	14	36	19.2%	\$17,279	\$19,257	
		14-99	7,961	1,662	1,800	13.3%	\$15,483	\$10,682	
		14-18	1,042	412	292	23.6%	\$6,140	\$5,978	
72	Accommodation and Food Services	19-21	1,227	299	396	18.5%	\$10,082	\$9,608	
		22-24	820	193	237	16.2%	\$13,909	\$11,930	
		25-34	1,599	296	354	12.2%	\$16,957	\$13,267	
		35-44	1,113	184	196	9.3%	\$19,306	\$14,782	
		45-54	1,130	144	158	8.0%	\$20,071	\$14,897	
		55-64	598	79	98	7.9%	\$22,517	\$13,982	
		65-99	431	56	70	9.4%	\$15,104	\$11,491	

Workforce Characteristics in McHenry County, Illinois							
NAICS	Industry	Age	Employment	Average per Quarter			Average Annual Earnings, New Stable Jobs
				New Hires	Separations	Turnover	
81	Other Services (except Public Administration)	14-99	3,081	424	542	9.6%	\$31,773
		14-18	80	37	38	23.7%	\$7,090
		19-21	188	61	73	20.8%	\$12,278
		22-24	234	47	64	15.9%	\$19,937
		25-34	635	99	114	10.2%	\$30,659
		35-44	629	66	85	8.2%	\$35,731
		45-54	697	66	86	7.4%	\$38,273
		55-64	441	33	53	6.3%	\$36,768
		65-99	177	16	28	7.7%	\$22,757
		14-99	4,277	227	408	4.9%	\$42,172
92	Public Administration	14-18	80	40	42	28.1%	\$4,373
		19-21	148	33	63	19.8%	\$9,000
		22-24	171	20	39	14.0%	\$20,427
		25-34	878	43	61	4.9%	\$41,879
		35-44	975	33	45	2.8%	\$51,505
		45-54	1,052	31	56	3.2%	\$46,821
		55-64	750	17	56	4.0%	\$39,417
		65-99	223	10	46	8.3%	\$24,318
		14-99	93,425	12,222	14,994	8.5%	\$44,545
		Total - All Industries <sup>1</sup>					\$26,272

[Source: JobsEO®](#)

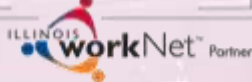
Data are for the four quarters ending 2013Q1

Note: Figures may not sum due to rounding. Demographic details for NAICS 4851, 4911, 485 and 491 may be severely distorted due to limited source data availability.

1. Total industry figures don't reflect employment in unclassified industries (NAICS 9999).



McHENRY COUNTY  
Workforce Network Board



500 Russel Court  
Woodstock, IL 60098  
815-338-7100  
[www.mchenrycountywib.org](http://www.mchenrycountywib.org)

